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The Commonwealth of Massachusetts

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FORTY-NINTH ANNUAL REPORT

ON THE

STATISTICS OF LABOR

FOR THE YEAR

1918

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By

THE DIRECTOR OF THE BUREAU OF STATISTICS

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BOSTON

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APPROVED BY THE  
SUPERVISOR OF ADMINISTRATION.

# STATISTICS OF LABOR—1918.

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## PREFATORY NOTE.

This volume constitutes the Forty-ninth Annual Report on the Statistics of Labor for Massachusetts, and consists of four parts which have been issued by this Bureau as Labor Bulletins Nos. 123–126, respectively. All of the publications of the Labor Division of the Bureau, with the exception of the Quarterly Reports on Employment, are first published as “Labor Bulletins,” and a certain number of copies are then set aside for binding and publication at the end of the year under the title of the “Annual Report on the Statistics of Labor.” The subject matter of the several parts, or bulletins, issued in 1918 may be briefly described as follows:

PART I. SEVENTEENTH ANNUAL DIRECTORY OF LABOR ORGANIZATIONS IN MASSACHUSETTS, 1918. (Labor Bulletin No. 123.) This directory contains the name, location, place of meeting, and the name and address of the secretary and of the business agent of each labor organization having its headquarters in Massachusetts, together with a list of all of the national and international organizations having one or more affiliated local unions in the United States, and the names and addresses of their respective secretaries, in so far as these data could be ascertained.

PART II. EIGHTH ANNUAL REPORT ON UNION SCALE OF WAGES AND HOURS OF LABOR IN MASSACHUSETTS, 1917. (Labor Bulletin No. 124.) The information presented in this report was obtained principally from local trade unions in the Commonwealth whose members were known to be working under a time-rate system. The authority for the data presented in this report was derived in most cases from information furnished by organizations of employees. Exceptions, however, appear in the case of employees in the steam and electric railway service and in telephone, telegraph, and federal service, regarding whom the necessary information was obtained from wage scales furnished for the most part by the employers. To some extent information was also obtained from employers in order to supplement or confirm the data obtained from trade union officials. Except where otherwise specifically mentioned, the data were as of the date, July 1, 1917.

PART III. LABOR LEGISLATION IN MASSACHUSETTS, 1918. (Labor Bulletin No. 125.) This part of the report is a compilation of the text of the laws relative to labor, broadly defined, enacted by the Legislature of Massachusetts during the session of 1918, and is intended to serve as a supplement to Labor Bulletins Nos. 104 and 122, which contained the labor legislation of prior years.<sup>1</sup> Certain other matter having a direct bearing upon the labor legislation of 1918 is also included in this part of the report.

PART IV. STATISTICS OF LABOR ORGANIZATIONS IN MASSACHUSETTS, 1916 AND 1917. (Labor Bulletin No. 126.) The data presented in this report have reference principally to the number and membership of labor organizations in existence in the Commonwealth at the close of 1916 and of 1917, and the unemployment of organized wage-earners at the close of each quarter in these two years, data for the eight years, 1908 to 1915, inclusive, having also been presented for comparative purposes. Three graphic charts are included in the report — the first showing the fluctuations in the number and membership of labor organizations in Massachusetts during the ten-year period, 1908–1917, the second showing the fluctuations in unemployment of organized wage-earners in the United Kingdom, Germany, New York State, and Massachusetts during the ten-year period, and the third showing the fluctuations in unemployment of organized wage-earners in the six principal industries in Massachusetts during the same period.

In addition to the reports discussed above, four quarterly reports relative to "Employment in Massachusetts" (16 pages each) have also been issued during the fiscal year, but as these reports were primarily of current interest they have not been included as parts of this volume.

A considerable portion of the work of the Labor Division during the fiscal year ending November 30, 1918, has consisted in the answering of numerous inquiries relative to industrial conditions in this State, necessitating in some instances special research and investigation, the results of which, however, have not been published in the reports of the Division. The number of such inquiries has greatly increased during recent months as a direct result of war conditions. For the most part these inquiries have had reference to the relative increases in wages and the cost of living since the outbreak of the war in 1914. The furnishing of data of this character to be used in the adjustment of wage disputes is unquestionably an important branch of the work of this Division, and particular

<sup>1</sup> Labor Bulletin No. 104, entitled "Handbook of the Labor Laws of Massachusetts," contained the labor legislation in effect at the close of the session in 1914, and Labor Bulletin No. 122 included the legislation pertaining to labor, enacted at the sessions in 1915, 1916, and 1917, with the exception of those provisions which were no longer effective at the close of the session of 1917.

attention has been given, therefore, to the answering of inquiries of this nature, and full opportunity has been afforded those who have made inquiry in person to consult the current reports on industrial subjects, copies of many of which have been secured for reference purposes and have been catalogued and filed in the Library of the Bureau. During the latter part of the year the Chief of the Division was also in immediate charge of the work of securing information relative to the operation of the so-called "Compulsory Work Law."

The several parts of the present report have been prepared under the immediate supervision of Mr. Roswell F. Phelps, Chief of the Labor Division of this Bureau. Part III, entitled "Labor Legislation in Massachusetts, 1918" was prepared by Mr. Frederick J. de Sloovere, formerly Legal Assistant in the Labor Division, whose services were secured for this branch of the work, although he was not a regular member of the Bureau staff. Mr. Steven P. Foster, who was appointed Assistant to the Chief of the Labor Division in January, 1917, was granted indefinite leave of absence in February, 1918, on account of his being inducted into military service. In the absence of the Assistant, Miss Susan R. Nash has served very acceptably in that capacity, and has had immediate charge of a special investigation relative to "Wages and Hours in the Metal Trades, 1914-1918", to which the greater portion of her time has been devoted in directing the field work and the tabulation of the returns.

CHARLES F. GETTEMY,  
*Director, Bureau of Statistics.*

STATE HOUSE, BOSTON, April 28, 1919.





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PART I

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SEVENTEENTH ANNUAL

DIRECTORY OF LABOR ORGANIZATIONS

IN

MASSACHUSETTS

1918

(ISSUED AS LABOR BULLETIN No. 123)

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[1 Pt. I.]



SEVENTEENTH ANNUAL  
DIRECTORY OF LABOR ORGANIZATIONS IN  
MASSACHUSETTS, 1918.

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INTRODUCTION.

The matter presented herewith constitutes the Seventeenth Annual Directory of Labor Organizations in Massachusetts,<sup>1</sup> the first directory of this character having been published by this Bureau in August, 1902.

The present edition consists of four divisions, as follows:

(I.) "National and International Organizations," having one or more affiliated local unions in the United States (page 5);

(II.) "State, District, and Trades Councils," consisting of organizations composed of delegates from local organizations within a particular trade or group of trades, or within a definite district comprising more than a single city or town (page 9);

(III.) "Central Labor Unions and Local Councils," composed of delegates from local unions in the same locality (page 12);

(IV.) "Local Trade Unions," composed of wage-earners in a single locality directly associated in what may be called the "unit body" of organization (page 16).

Since issuing the Directory in 1917, careful records have been kept, as heretofore, of all changes in meeting places, secretaries, and other information pertinent to the subject. Schedules were sent in December, 1917, to all of the National and International Unions in the United States requesting a list of their affiliated locals in Massachusetts, together with the names and addresses of the respective local secretaries, and similar schedules were sent to all State, District, and Trades Councils and Central Labor Unions and Local Councils. The Bureau has been able, by these means, and also by a careful consideration of rosters issued by labor organizations and of newspaper clippings relative to organizations in the

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<sup>1</sup> Prior editions of the directory have been published in our Labor Bulletins as follows: No. 23 (August, 1902), No. 24 (November, 1902), No. 33 (September, 1904), No. 37 (September, 1905), No. 43 (September, 1906), No. 52 (September, 1907), No. 61 (September, 1908), No. 68 (October, 1909), No. 76 (September, 1910), No. 83 (September, 1911), No. 93 (August, 1912), No. 94 (March, 1913), No. 98 (March, 1914), No. 106 (April, 1915), No. 113 (March, 1916), No. 119 (March, 1916).

Commonwealth, to secure information with reference to the organization of new unions, the disbanding of those formerly existing, and changes in the data relative to organizations previously listed.

A schedule of inquiries, among which were certain inquiries which had special reference to this edition of the directory, was mailed on December 31, 1917, to each local union in Massachusetts known to be in existence.<sup>1</sup> Schedules were received by mail directly or were obtained by special agents of the Bureau from nearly all of the organizations listed in this edition. In the remaining cases, the desired information has been obtained from the secretary of the National or International organization with which the local organization is affiliated, or from some other reliable source.

Owing to the fact that the collection of returns and the preparation and printing of the directory necessarily cover a period of several weeks, some changes have no doubt occurred since the information herein presented was obtained; consequently those who have occasion to consult this directory should bear this fact in mind. Local secretaries are urged to send notice of any change in the particulars published herein concerning the organizations with which they may be connected.

In the preparation of this edition of the directory the Bureau has been fortunate in securing the cordial co-operation of the labor officials with whom it has had occasion to communicate.

### ABBREVIATIONS.

Abbreviations for titles of union officials follow: B. A. for Business Agent; C. R., Corresponding Representative; C. S., Corresponding Secretary; Ch., Chairman; D. M. W., District Master Workman; F. A. E., First Assistant Engineer; F. S., Financial Secretary; Gen. S., General Secretary; Gr. S., Grand Secretary; Int. S., International Secretary; Mgr., Manager; M. W., Master Workman; Nat. S., National Secretary; Org., Organizer; Pres., President; R. S., Recording Secretary; S., Secretary; S. T., Secretary-Treasurer; Treas., Treasurer; V. P., Vice President.

Abbreviations for names of labor organizations follow: A. F. of L., American Federation of Labor; B. and S. W., Boot and Shoe Workers; K. of L., Knights of Labor; S. W. P., Shoe Workers Protective; U. S. W., United Shoe Workers; U. T. W., United Textile Workers.

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<sup>1</sup> The total number of organizations known to be in existence was 1,836, of which number 156 were national organizations, 83 State, district, and trades councils, 107 central labor unions and councils, and 1,490 local trade unions.



# I. NATIONAL AND INTERNATIONAL ORGANIZATIONS.

In this division of the directory appear the names of those national and international organizations which have one or more affiliated local unions *in the United States*. The name of the union is first given, followed by the name and address of the general secretary or other officer acting as correspondent.

Organizations which are affiliated with the American Federation of Labor are indicated by an asterisk (\*).

Organizations which have *no* affiliated local unions or councils in Massachusetts are indicated by a dagger (†).

*American Federation of Labor.* Samuel Gompers, Pres.; Frank Morrison, S., A. F. of L. Bldg., Ninth St. and Massachusetts Av., N. W., Washington, D. C.; Daniel J. Tobin, Treas., 222 East Michigan St., Indianapolis, Ind.

## Departments, A. F. of L.

\**Building Trades Department.* William J. Spencer, S. T., 500-503 A. F. of L. Bldg., Washington, D. C.

\**Metal Trades Department.* Albert J. Berres, S. T., 402-404 A. F. of L. Bldg., Washington, D. C.

\**Mining Department.* Ernest Mills, S. T., 503-511 Denham Bldg., Denver, Col.

\**Railroad Employees Department.* John Scott, S. T., Ghio Bldg., Olive and Vandeventer Sts., St. Louis, Mo.

\**Union Label Trades Department.* John J. Manning, 202 A. F. of L. Bldg., Washington, D. C.

\**Actors Union of America, White Rats.* Harry Mountford, S. T., 207 E. 53rd St., New York, N. Y.

\**Asbestos Workers, International Association of Heat and Frost Insulators and.* Thomas J. McNamara, S. T., 803 Holland Bldg., St. Louis, Mo.

\**Bakery and Confectionery Workers International Union of America.* Charles Iffland, S., 212 Bush Temple of Music, Chicago, Ill.

\**Barbers International Union of America, Journeymen.* Jacob Fischer, Gen. S. T., 222 E. Michigan St., Indianapolis, Ind.

*Bartenders International League.* (See *Hotel and Restaurant Employees International Alliance*.)

\**Bill Posters and Billers of America, International Alliance of.* William McCarthy, Int. S., 809 Fitzgerald Bldg., 1482-90 Broadway, New York, N. Y.

\**Blacksmiths and Helpers, International Brotherhood of.* William F. Kramer, Gen. S. T., 1234-1235 Transportation Bldg., 608 S. Dearborn St., Chicago, Ill.

\**Boiler Makers, Iron Ship Builders and Helpers of America, International Brotherhood of.* Frank P. Reinemeyer, S. T., 6-12 Law Bldg., Kansas City, Kans.

\**Bookbinders, International Brotherhood of.* Walter N. Reddick, S. T., 222 E. Michigan St., Indianapolis, Ind.

†*Boot and Shoe Cutters Assembly of the Knights of Labor, National.* D. Arthur Palmer, Int. S. T., 97 Evergreen St., Rochester, N. Y.

\**Boot and Shoe Workers Union.* John F. Tobin, Gen. Pres.; Charles L. Baine, Gen. S. T., 246 Summer St., Boston, Mass.

\**Brewery Workmen of America, International Union of the United.* John Rader, Int. S., 2347-51 Vine St., Cincinnati, Ohio.

\*†*Brick and Clay Workers of America, The United.* William Tracy, S., 166 West Washington St., Chicago, Ill.

†*Brick, Tile and Terra Cotta Workers' Alliance, International.* William VanBodegraven, S. T., 431 S. Dearborn St., Chicago, Ill.

\**Bricklayers, Masons, and Plasterers International Union of America.* William Dobson, S., University Park Bldg., Indianapolis, Ind.

\**Bridge, Structural and Ornamental Iron Workers and Pile Drivers, International Association of.* Harry Jones, S. T., 304-306 American Central Life Bldg., Indianapolis, Ind.

\*†*Broom and Whisk Makers Union, International.* Will R. Boyer, S. T., 851 King Pl., Chicago, Ill.

\*†*Brushmakers International Union.* George J. Vitzthun, Int. S., 2052 Gates Av., Brooklyn, N. Y.  
*Building Laborers, International Protective Union of.* S. P. Johnson, Gen. S., 2326 E. Eighth St., Los Angeles, Cal.

*Carpenters and Joiners, Amalgamated Society of.* Harry Porter, Sec., U. S. Exec. Board, 76 Bible House, New York, N. Y.

\**Carpenters and Joiners of America, United Brotherhood of.* Frank Duffy, Gen. S., 222 E. Michigan St., Indianapolis, Ind.

\**Carriage, Wagon, and Automobile Workers International Union of America.* William P. Mavel, S. T., 41 Lewis Bldg., Buffalo, N. Y.

\**Carvers Association of North America, International Wood.* Thomas J. Lodge, Gen. S., 10 Carlisle St., Roxbury, Mass.

†*Chandelier, Brass and Metal Workers of North America.* J. Grinthal, S. T., 393 Second Av., New York, N. Y.

\**Cigar Makers International Union of America.* George W. Perkins, Int. Pres., 940 Monon Bldg., Chicago, Ill.

\**Clerks International Protective Association, Retail.* H. J. Conway, S. T., Lock Drawer 248, LaFayette, Ind.

## National and International Organizations.

- Clothing Workers of America, Amalgamated.* Joseph Schlossberg, Gen. S., 31 Union Sq., New York, N. Y.
- †*Compressed Air and Foundation Workers Union of the United States and Canada.* Henry Kuhlman, Gen. S., St. Marks Pl., New York, N. Y.
- \**Coopers International Union of North America.* William R. Deal, Int. S. T., Bishop Bldg., Kansas City, Kans.
- \**Cutting Die and Cutter Makers, International Union of.* Leonard S. Rantz, 156 Short St., Brockton, Mass.
- \*†*Diamond Workers Protective Union of America.* Andries Meyer, Pres., 323 Washington St., Brooklyn, N. Y.
- Drop Forge Trades, Brotherhood of.* E. F. Siviter, Gen. S. T., South Plainfield, N. J.
- \**Electrical Workers, International Brotherhood of.* Charles P. Ford, Int. S., 406-418 Reisch Bldg., Springfield, Ill.
- \**Elevator Constructors, International Union of.* Frank J. Schneider, S. T., 402-404 Perry Bldg., 16th and Chestnut Sts., Philadelphia, Pa.
- Engineers, Amalgamated Society of.* George Wallace, S., American Council, 309 Broadway, New York, N. Y.
- \**Engineers Beneficial Association of the United States of America, National Marine.* George A. Grubb, S., 356 Ellicott Square Bldg., Buffalo, N. Y.
- \**Engineers, International Union of Steam and Operating.* James G. Hannahan, Gen. S. T., 6334 Yale Av., Chicago, Ill.
- \**Federal Employees, National Federation of.* E. J. Newmyer, S. T., 408-412 A. F. of L. Bldg., Washington, D. C.
- Fire Fighters, International Association of.* William A. Smith, S. T., 1312 E. St., Washington, D. C.
- \**Firemen and Oilers, International Brotherhood of Stationary.* C. L. Shamp, Int. S. T., 3615 N. Twenty-fourth St., Omaha, Neb.
- \**Foundry Employees, International Brotherhood of.* George Bechtold, S. T., 810 Chestnut St., St. Louis, Mo.
- \**Fur Workers of the United States and Canada, International.* Andrew Wenneis, S. T., 9 Jackson Av., Long Island City, N. Y.
- \**Garment Workers of America, United.* B. A. Larger, Gen. S., 116-122 Bible House, New York, N. Y.
- \**Garment Workers Union, International Ladies.* Abraham Baroff, Gen. S. T., 32 Union Sq., New York, N. Y.; M. D. Danish, Office Mgr.
- \*†*Glass Bottle Blowers Association of the United States and Canada.* Harry Jenkins, Gen. S., 1005-1008 Colonial Trust Bldg., Philadelphia, Pa.
- †*Glass Workers of America, National Window.* Thomas Reynolds, S., 419 Electric Bldg., Cleveland, Ohio.
- \**Glass Workers Union, American Flint.* Charles J. Shipman, S. T., 738-746 Ohio Bldg., Toledo, Ohio.
- \**Glove Workers Union of America, International.* Miss Elisabeth Christman, S. T., Room 701, 139 N. Clark St., Chicago, Ill.
- Government Employees, National League of.* George L. Cain, Nat. Pres., 11 Lagrange Ter., Lynn, Mass.
- \**Granite Cutters International Association of America, The.* James Duncan, Int. Pres., 25 School St., Quincy, Mass.
- †*Grinders and Finishers National Union, Pocket Knife Blade.* F. A. Didsbury, Nat. S., 508 Brook St., Bridgeport, Conn.
- \**Hat and Cap Makers of North America, United Cloth.* Max Zuckerman, Gen. S. T., 62 E. Fourth St., New York, N. Y.
- Hat Finishers Association of the United States, Wool.* John J. Flanagan, Nat. S. T., 2 Walker Av., Amesbury, Mass.
- \**Hatters of North America, United.* Martin Lawlor, S. T., 72-73 Bible House, New York, N. Y.
- \**Hod Carriers, Building and Common Laborers Union of America, International.* A. Persion, Gen. S. T., Box 597, Albany, N. Y.
- \**Horseshoers of the United States and Canada, International Union of the Journeymen.* Hubert S. Marshall, S. T., 605 Second National Bank Bldg., Cincinnati, Ohio.
- \**Hotel and Restaurant Employees International Alliance and Bartenders International League of America.* Jere L. Sullivan, S. T., Commercial Tribune Bldg., Cincinnati, Ohio.
- Industrial Workers of the World.* William D. Haywood, Gen. S. T., 1001 W. Madison St., Chicago, Ill.
- Industrial Union, The Workers International.* Herman Richter, Gen. S. T., P. O. Box 651, Detroit, Mich.
- \*†*Iron, Steel, and Tin Workers of North America, Amalgamated Association of.* M. F. Tighe, S. T., 504 House Bldg., Pittsburg, Pa.
- \**Jewelry Workers Union, International.* Abraham Greenstein, S. T., 331 Fourth Av., New York, N. Y.
- Knights of Labor.* Thomas H. Canning, Gen. M. W., 228 Tremont St., Boston, Mass.
- \*†*Lace Operatives of America, The Chartered Society of Amalgamated.* David L. Gould, S., 545 W. Lehigh Av., Philadelphia, Pa.
- \**Lathers, International Union of Wood, Wire, and Metal.* Ralph V. Brandt, Gen. S. T., 401 Superior Bldg., Cleveland, Ohio.
- \**Laundry Workers International Union.* Harry L. Morrison, Gen. S. T., Box 11, Sta. 1, Troy, N. Y.
- \**Leather Workers International Union, United.* John J. Pfeiffer, Gen. S. T., 504-505 Postal Bldg., Kansas City, Mo.
- \**Letter Carriers, National Association of.* Edward J. Cantwell, S., 945 Pennsylvania Av., N. W., Washington, D. C.
- \**Lithographers of America, Amalgamated.* James M. O'Connor, S. T., Langdon Bldg., 309 Broadway, New York, N. Y.
- Locomotive Engineers, Brotherhood of.* William B. Prenter, First Grand Engineer, 1118 B. of L. E. Bldg., Cleveland, Ohio.
- Locomotive Firemen and Enginemen, Brotherhood of.* A. H. Hawley, Gen. S. T., Peoria, Ill.

National and International Organizations.

- \**Longshoremen's Association, International.* John J. Joyce, S. T., 702 Brisbane Bldg., Buffalo, N. Y.
- Loomfixers International Union.* Peter J. Surprenant, Nat. S., Cohoes, N. Y.
- \**Machinists, International Association of.* E. C. Davison, S. T., A. F. of L. Bldg., Washington, D. C.
- \**Mailers Trade District Union of North America (I. T. U.).* James P. McNichols, S. T., Flat 15, 442 Garfield Av., Chicago, Ill.
- Maintenance of Way Employees, Brotherhood of.* Samuel J. Pegg, Gr. S. T., 227 Fisher Bldg., Greensboro, N. C.
- \**Maintenance of Way Employees, International Brotherhood of.* George Seal, Gr. S. T., 27 Putnam Av., Detroit, Mich.
- \**Marble, Slate, and Stone Polishers, Rubbers, and Sawyers, International Association of.* Stephen C. Hogan, Pres., 406 East 149th St., New York, N. Y.
- \**Masters, Mates, and Pilots, American Association of.* M. D. Tenniswood, Nat. S., 308 Vine St., Camden, N. J.
- \**Meat Cutters and Butcher Workmen of North America, Amalgamated.* Dennis Lane, S. T., 166 West Washington St., Chicago, Ill.
- \**Metal Polishers, Buffers, Platers, Brass and Silver Workers Union of North America.* Charles R. Atherton, Gen. S. T., Neave Bldg., Cincinnati, Ohio.
- \**Metal Workers International Alliance, Amalgamated Sheet.* John E. Bray, Gen. S. T., 407 Nelson Bldg., Kansas City, Mo.
- \*†*Mine Workers of America, United.* William Green, S. T., 1102 Merchants Bank Bldg., Indianapolis, Ind.
- \*†*Mine, Mill, and Smelter Workers, International Union of (Western Federation of Miners.)* Ernest Mills, S. T., 503-511 Denham Bldg., Denver, Col.
- \**Molders Union of North America, International.* Victor Kleiber, S., Commercial Tribune Bldg., Cincinnati, Ohio.
- \**Musicians, American Federation of.* Owen Miller, S., 3535 Pine St., St. Louis, Mo.
- \**Painters, Decorators, and Paperhangers of America, Brotherhood of.* J. C. Skemp, Gen. S. T., Drawer 99, LaFayette, Ind.
- \**Paper Makers, International Brotherhood of.* J. T. Carey, Pres.-S., 25 South Hawk St., Albany, N. Y.
- \**Pattern Makers League of North America.* James A. Wilson, Gen. Pres., 1008 Second National Bank Bldg., Cincinnati, Ohio.
- \**Pavers, Rammers, Flag Layers, Bridge and Stone Curb Setters, and Asphalt Workers International Union.* Edward I. Hannah, S., 249 E. 57th St., New York, N. Y.
- \**Paving Cutters Union of the United States of America and Canada.* Carl Bergstrom, Gen. S., L. B. 27, Albion, N. Y.
- \**Photo-Engravers Union of North America, International.* Henry F. Schmal, S. T., 5609 Germantown Av., Philadelphia, Pa.
- \**Piano and Organ Workers Union of America, International.* Charles Dold, Pres., 166 W. Washington St., Chicago, Ill.
- \**Plasterers International Association of the United States and Canada, Operative.* T. A. Scully, S. T., 442 E. Second St., Middletown, Ohio.
- \**Plate Printers Union of North America, International Steel and Copper.* James E. Goodyear, Int. S. T., 1236 Brown St., Philadelphia, Pa.
- \**Plumbers and Steam Fitters of the United States and Canada, United Association of.* Thomas E. Burke, Gen. S. T., 411-416 Bush Temple of Music, Chicago, Ill.
- \**Postal Employees, National Federation of.* Thomas F. Flaherty, S. T., 400 A. F. of L. Bldg., Washington, D. C.
- \*†*Potters, National Brotherhood of Operative.* John T. Wood, S. T., Box 6, E. Liverpool, Ohio.
- \*†*Powder and High Explosive Workers of America, United.* H. A. Ellis, S. T., 503 S. Minnesota Av., Columbus, Kans.
- \*†*Print Cutters Association of America, National.* Richard H. Scheller, Nat. S., P. O. Box 42, Lodi, N. J.
- \*†*Printers and Color Mixers of the United States, Machine, National Association of.* Patrick E. Lyons, Nat. S., 334 Trenton Av., Buffalo, N. Y.
- \**Printing Pressmen and Assistants Union of North America, International.* Joseph C. Orr, S. T., Pressmen's Home, Tenn.
- \**Printing Trades Association, International Allied.* J. W. Hays, S. T., Newton Claypool Bldg., Indianapolis, Ind.
- \**Pulp, Sulphite, and Paper Mill Workers of the United States and Canada, International Brotherhood of.* John P. Burke, Pres.-S., P. O. Drawer K., Ft. Edward, N. Y.
- \**Quarry Workers International Union of North America.* Fred W. Sutor, S. T., Scampini Bldg., Barre, Vt.
- Railroad Men, Benevolent and Protective Association of.* Maurice F. Kirby, S., 76 Portland St., Worcester, Mass.
- \**Railroad Signalmen of America, Brotherhood of.* Thomas A. Austin, Gr. S. T., North Kingsville, Ohio.
- Railroad Station Agents, Order of.* P. H. Phinney, Gr. S., Monument Beach, Mass.
- Railroad Station Employees, Brotherhood of.* P. J. Coyle, Gr. Pres., 46-47 Holland Bldg., 27 Haymarket Sq., Boston, Mass.
- \**Railroad Telegraphers, The Order of.* C. B. Rawlins, Gr. S. T., Star Bldg., St. Louis, Mo.
- Railroad Workers, American Federation of.* G. W. Gibson, S. T., 1209 Morton Bldg., 558 S. Dearborn St., Chicago, Ill.
- Railroad Trainmen, Brotherhood of.* A. E. King, Gen. S. T., American Trust Bldg., Cleveland, Ohio.
- \**Railway Carmen of America, Brotherhood of.* E. William Weeks, Gr. S. T., 506 Hall Bldg., Kansas City, Mo.
- \**Railway Clerks, Brotherhood of.* W. V. H. Bright, Gr. S. T., Sixth Floor, Second National Bank Bldg., Cincinnati, Ohio.

## National and International Organizations.

- Railway Conductors of America, Order of.* C. E. Whitney, Gr. S., Cedar Rapids, Iowa.
- \**Railway Employees of America, Amalgamated Association of Street and Electric.* W. D. Mahon, Int. Pres., 104 E. High St., Detroit, Mich.
- \**Railway Mail Association.* Edward J. Ryan, Pres., Room 604 Colorado Bldg., Washington, D. C.
- \**Roofers, Composition, Damp and Waterproof Workers of the United States and Canada, International Brotherhood of.* William F. Haggerty, Pres., 112 East Fifth St., Brooklyn, N. Y.
- \*†*Saw Smiths Union of North America, The.* Ernest H. Borman, S. T., 1737 S. Delaware St., Indianapolis, Ind.
- \**Seamen's Union of America, International.* Thomas A. Hanson, S. T., 324 W. Randolph St., Chicago, Ill.
- \*†*Shingle Weavers Union of America, International.* John M. Norland, S. T., 202 Maynard Bldg., Seattle, Wash.
- Shoe Workers of America, United.* Stephen M. Walsh, S., 683 Atlantic Av., Boston, Mass.
- Shoe Workers Protective Union.* S. J. Pothier, Gen. S., 47 Locust St., Haverhill, Mass.
- \**State and Tile Roofers Union of America, International.* Joseph M. Gavlak, Gen. S. T., 3643 W. 47th St., Cleveland, Ohio.
- †*State Workers, American Brotherhood of.* Philip Jago, Jr., S., Pen Argyle, Pa.
- \**Spinners Union, International.* Urban Fleming, S., 188 Lyman St., Holyoke, Mass.
- State, City, Town, and County Employees Union, National Federation of.* Michael D. Collins, S. T., 235 Upland Road, Cambridge, Mass.
- Steam, Hot Water, and Power Pipe Fitters and Helpers, International Association of.* W. H. Davies, S. T., 205 Merriek Bldg., Chicago, Ill.
- \**Steam Shovel and Dredgemen, International Brotherhood of.* F. E. Langdon, Gen. S. T., 508 Ft. Dearborn Bldg., Chicago, Ill.
- \*†*Steel Plate Transferrers Association of America, The.* J. A. MacCaskie, Int. S., 65 N. Eleventh St., Newark, N. J.
- \**Stereotypers and Electrotypers Union of North America, International.* Charles A. Sumner, S. T., 3110 Olive St., Kansas City, Mo.
- \**Stone Cutters Association of North America, Journeymen.* Walter W. Drayer, S. T., 528 American Central Life Bldg., Indianapolis, Ind.
- \**Stove Mounters International Union.* Frank Grimshaw, S. T., 1210 Jefferson Av. E., Detroit, Mich.
- Street and Electric Railway Employees of America, Amalgamated Association of.* (See *Railway Employees of America*, etc.)
- \**Switchmen's Union of North America.* M. R. Welch, Gr. S. T., 326 Brisbane Bldg., Buffalo, N. Y.
- \**Tailors Union of America, Journeymen.* Thomas Sweeney, Gen. S., 6702 Stony Island Av., Chicago, Ill.
- \*†*Teachers, American Federation of.* Charles B. Stillman, Pres., 1061 Dakin St., Chicago, Ill.
- \**Teamsters, Chauffeurs, Stablemen, and Helpers of America, International Brotherhood of.* Thomas L. Hughes, Gen. S. T., 222 E. Michigan St., Indianapolis, Ind.
- \**Telegraphers Union of America, The Commercial.* S. J. Konenkamp, Int. Pres., 661-671 Transportation Bldg., Chicago, Ill.
- Textile Operatives, National Amalgamation of.* William R. Grindrod, S., 349 Summer St., New Bedford, Mass.
- \**Textile Workers of America, United.* Mrs. Sara A. Conboy, Int. S. T., 86-87 Bible House, Astor Pl., New York, N. Y.
- \**Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, International Alliance of.* Charles Crickmore, Asst. Pres., 107 W. 46th St., New York, N. Y.
- \**Tile Layers and Helpers International Union, Ceramic, Mosaic, and Encaustic.* James P. Reynolds, S. T., 119 Federal St., N. S., Pittsburg, Pa.
- \**Timber Workers, International Union of.* George Mason, S. T., 418 E. Wishkaw St., Aberdeen, Washington.
- \*†*Tip Printers, International Brotherhood of.* Louis Agathen, S. T., 547 Chauncey St., Brooklyn, N. Y.
- \**Tobacco Workers International Union.* E. Lewis Evans, S. T., 50-51 Iroquois Life Bldg., Louisville, Ky.
- \*†*Tunnel and Subway Constructors International Union of North America.* Thomas E. O'Brien, S., 206-208 E. 128th St., New York, N. Y.
- \**Typographical Union, International.* J. W. Hays, S. T., 640-650 Newton Claypool Bldg., Indianapolis, Ind.
- \**Upholsterers and Trimmers International Union.* James H. Hatch, Pres., 229 E. 67th St., New York, N. Y.
- \**Weavers, Amalgamated Association of the United States, Elastic Goring.* Joseph Hurley, Gen. S. T., 19 W. Ashland St., Brockton, Mass.
- Weavers, National Federation of Cloth.* James Whitehead, S., 142 Second St., Fall River, Mass.
- \**Weavers Protective Association, American Wire.* Charles C. Bradley, S. T., 987 Halsey St., Brooklyn, N. Y.
- Women's Trade Union League of America, National.* Miss Emma Steghagen, S. T., 139 N. Clark St., Chicago, Ill.

## II. STATE, DISTRICT, AND TRADES COUNCILS.

In the following presentation appear the names of organizations composed of delegates from local trade unions within a particular trade or group of trades, or a definite district not confined to a single locality. For convenience the various Railway Adjustment, Protective, and Grievance Committees have been separately grouped at the end of this division of the directory.

In every case where the information could be obtained the following facts are given: Name of organization, time and place of next convention or conference, business office and telephone number, name and address of secretary or other officer acting as correspondent, and the name and address of business agent, if any. Where no address is given for an officer named, he may be addressed at the business office or place of meeting.

*American Federation of Labor, Massachusetts State Branch.* Next convention at Boston, September, 1918; business office, Rm. 427, Old South Bldg., Boston, Tel. Fort Hill 1793; George H. Wrenn, Pres., 421 Maple St., Springfield; Martin T. Joyce, S. T., Rm. 427, Old South Bldg., Boston.

*Bakers Unions, Massachusetts State Branch of.* By appointment; 2d Sun. in June and Dec.; Henry R. Pigeon, F. S. T., 241 E. Dwight St., Holyoke; Peter J. Fyffe, Pres., 3 Grove St., Bradford.

*Barbers, Massachusetts State Council of Journeymen.* Same city in which Mass. State Branch, A. F. of L., holds convention; Sunday before A. F. of L. convenes; William Boos, S., 30 North St., Pittsfield.

*Blacksmiths and Helpers: District Council No. 8* (N. Y., N. H. & H. R. R.). John Cavanaugh, S. and B. A., 14 Lydon St., Norwood.

*Blacksmiths and Helpers: District Council No. 20* (B. & M. R. R.). Boston; 1st Sun. in Mar., June, Sept., and Dec.; Findlay MacKenzie, Pres. and B. A., 29 Teele Av., W. Somerville; Scott W. Ordway, S. T., 51 Cambridge St., Lowell.

*Boiler Makers, Iron Ship Builders, and Helpers: District Lodge No. 34* (B. & M. R. R. System). 164 Canal St., Boston; 1st and 3d Fri.; George Parkes, S., 85 Perkins St., Somerville.

*Boot and Shoe Workers, New England Organizing Conference of.* By appointment; Edward P. Holmes, S., 51 Portland St., Brockton.

*Bricklayers, Masons, Plasterers, and Marble Masons, Massachusetts State Conference of.* Fall River; March 3, 1919; Michael O'Brien, R. S., 293 Hampshire St., Lawrence, Tel. 2967; D. J. Mahoney, Legislative Agent, 2 Mt. Pleasant St., Waltham.

*Building Trades Council, Massachusetts.* By vote; June and Dec.; Walter F. Read, S. T., 62 Madison St., Worcester, Tel. Park 6821.

*Carpenters and Joiners, Massachusetts State Council, United Brotherhood of.* 30 Hanover St., Boston; 1st Sun. in May, July, Oct. and Dec.; Michael A. Lee, Pres., 64 Bartlett St., Lowell; A. Jay Bromley, S., 59 Palmer Av., Springfield.

*Carpenters, Berkshire County District Council of.* Carpenters Hall, 311 North St., Pittsfield or elsewhere in district; 4th Sun.; S. H. Crum, S. T., 291 Ashland St., N. Adams; George J. Coles, Pres., R. F. D., Lee.

*Carpenters District Council* (N. Y., N. H. & H. R. R.). Masonic Hall, Union St., New London, Conn.; last Sun.; G. W. Howard, S., 177 Beardsley St., Bridgeport, Conn.

*Carpenters District Council of Newton, Waltham, Natick, Needham, and Vicinity.* 251 Washington St., Newton; 2d and 4th Thurs.; John R. Fanning, B. A., 29 Winona St., Auburndale.

*Carpenters District Council of Norfolk County.* Eagle Hall, 54 Day St., Norwood; 4th Thurs.; George N. Brooks, Pres., 3 Maple St., Norwood.

*Carpenters District Council of the South Shore.* Carpenters Hall, Hingham; 1st and 3d Thurs.; Thomas J. Higgins, R. S., S. Hingham; Leroy W. Beedle, B. A., 56 Hobart St., E. Braintree.

*Carpenters, Middlesex District Council of.* U. S. W. V. Hall, Stoneham; 2d and 4th Fri.; Forest S. Bezanson, R. S., Newbury St., Woburn; Tel. Woburn 197M.; John G. Cogill, B. A., 27 Glen Ct., Malden.

*Carpenters of Eastern Massachusetts, Grand Council of.* 30 Hanover St., Boston; E. G. Walker, R. S., 2 Gifford Ct., Salem.

*Carpenters, North Bristol District Council of.* Carpenters Hall, Stoughton; 1st Sun.; F. O. Fowler, R. S., 155 Porter St., Stoughton; Benjamin S. Bolles, B. A., Main St., Sharon.

*Carpenters, Northern Massachusetts District Council of.* (Fitchburg and vicinity.) 13 Blossom St., Fitchburg; 1st and 3d Mon.; Fred Bordenatue, R. S., 138 Clarendon St., Fitchburg; Albert Lafrennie, B. A., 59 Tisdale St., Leominster.

*Carpenters, North Shore District Council of.* 71 Washington St., Salem, Tel. 587M.; Tues.; Rufus P. Harlow, R. S., 21 Highland Av., Lynn; Louis E. Dumas, B. A.

*Carpenters, Southeastern Massachusetts District Convention of.* By vote; 2d Sun.; Alphonse Pariseau, S., 159 St. Mary St., Fall River.

*Electrical Workers of New England, Joint Council of.* 919 Washington St., Boston; 4th Sun.; George L. Kelley, S. T., 12 Church St., Dor.

*Engineers, Amalgamated Society of: North Eastern District Committee.* 105 Templeton St., Boston; 1st Sun.; J. E. Nolan, Pres., 44 E. Grampian Way, Savin Hill, Dorchester; Wm. E. Bell, S.

*Horseshoers: State Charter No. 2.* Different cities; 1st Sun. in April; D. D. Driscoll, S., 987 Washington St.

## State, District, and Trades Councils.

- Hotel and Restaurant Employees International Alliance and Bartenders International League: New England Branch.* Business office, 10 Central Av., Lynn; John J. Griffin, S. T., 10 Central Av., Lynn.
- Knights of Labor: District Assembly No. 30* (Incorporated). Boston; 1st Sun. after 15th in Jan., Apr., July, and Oct.; business office, 228 Tremont St., Boston, Tel. Beach 3797; Thomas H. Canning, S. T.
- Label Conference, New England (Cigar Makers).* Next convention, Waterbury, Conn.; meets biennially; business office, 39 Portland St., Boston; William Standcumbe, Pres., 87 Winthrop St., Medford Hillside.
- Lasters Federation of Southeastern Massachusetts* (B. & S. W.). Moose Hall, 257 Main St.; 4th Sun.; Matthew Teehan, Pres., Box 114, Whitman; Royal F. Dano, S., Box 142, Bridgewater.
- Lathers, Massachusetts State Council of Wood, Wire and Metal.* 987 Washington St., Boston; last Sun. in Jan., Apr., July, and Oct.; business office, 30 Hanover St., Boston, Tels. Hay. 3397M. and Hay. 1365; Edward N. Kelley, R. S., 30 Hanover St., Boston.
- Loomfixers Protective Alliance.* Fall River, July 27, 1918; business office, 370 Bedford St., Fall River, Tel. 1580; William R. Grindrod, Pres., Weavers Hall, New Bedford; Thomas Taylor, S., 370 Bedford St., Fall River.
- Machinists: District Lodge No. 42, International Association of (B. and M. R.R.).* Quincy House, Boston; 2d or 3d Sun. in Jan.; J. J. Gillooly, 24 High St., Chsn., Tel. Chasn. 537W.
- Machinists: District Lodge No. 43, International Association of.* Boston, New Haven, and New York; 1st Sat. in Feb., May, Aug., and Nov.; John Carnie, Pres., 313 Washington St., Dor.; John C. Ready, S. T., 75 Orchard St., New Haven, Conn.
- Machinists: District Lodge No. 64.* Different cities; 1st Sun.; P. F. Devers, R. S., 21 Presby Av., Taunton; Harry M. Hopwood, B. A., 18 Vernon St., Taunton.
- Molders Unions, Boston and Vicinity Conference Board of.* 995 Washington St., Boston, Tel. Beach 3161; 2d Sun. in March and Sept.; Joseph R. Cooney, F. S. and T., 300 Main St., Watertown; William John, B. A., 25 Wilbur St., Everett.
- Molders Unions, Connecticut Valley Conference Board of* (Vt., Western Mass., and Conn.). Westfield, Mass., May, 1918; J. J. Kaveney, S. T., 66 Carew St., Springfield; James A. Loveday, B. A., Lock Box 180, Hartford, Conn.
- Molders Unions, Eastern New England Conference Board of* (Me., N. H., Mass., and R. I.). Lawrence, Mass., May, 1918; Charles E. Anderson, S. T., 7 Bowden St., Lowell, Tel. 4191W.; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood, Tel. 359M.
- Painters, Decorators, and Paperhangers No. 32, Berkshire County District Council.* Meets with different locals; last Sun.; Charles C. Murphy, S. T., 53 Chase Av., N. Adams; C. L. Bryant, Pres., Williamstown, Mass.
- Painters, Decorators, and Paperhangers, Connecticut Valley Conference of.* Successively with each affiliated local; 3d Sun.; A. Lamarsh, Pres., 304 High St., Holyoke; F. W. Wenzel, S. T., 10 Pequot Av., Thompsonville, Conn.
- Painters, Decorators, and Paperhangers, Massachusetts State Conference of.* Determined at convention; 4th Sat. and Sun. in Jan. and July; John F. Welch, Pres., 12 Kneeland St., Boston; P. H. Triggs, S. T., 21 Sanford St., Tel. River 1435.
- Painters District Council, North Shore.* Burnham Hall, Beverly; Thurs.; Harry A. Weston, Pres., 30 Highland Av., Salem.
- Painters, Decorators, and Paperhangers, Worcester County Conference of.* Different cities; 1st Sun.; business office, 62 Madison St., Worcester, Tel. Park 6821; N. C. Lundberg, Pres., E. Main St., Westborough; James E. Heffron, S. T.
- Painters District Council of Natick and Vicinity No. 44.* Each locality in turn; 2d and 4th Tues.; H. J. Barrett, Pres., 30 Hancock St., Revere; John J. Fitzhenry, S. and B. A., Box 43, Norwood.
- Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers, Sprinkler Fitters and Sprinkler Fitters' Helpers of the United States and Canada, Massachusetts State Association of.* Determined at convention; last Sat. and Sun., Jan. and July; M. J. Scanlon, Pres., 19 Sanford St., Springfield; Edward Devine, S. T., 300 Charles St., Malden.
- Sheet Metal Workers, Massachusetts District Council of.* Different cities; 1st Sun. in each quarter; Edward J. Griffin, Pres., 89 Swan St., Everett; Edward F. X. McCarthy, S. T., 7 Montvale St., Roslindale, Tel. Bellevue 1547W.
- Stationary Firemen, International Brotherhood of: State District Union No. 1.* Next convention in Lowell; 3d Mon. in July; John W. Downing, Pres., 4 W. Eleventh St., Lowell; John H. Ashe, S. T., W. Wellington Ter., Worcester.
- Steam and Operating Engineers, Massachusetts State Branch of.* Engineers Hall, 995 Washington St., Boston; last Sun. in Feb., May, Sept., and Dec.; Herman M. Comerford, Pres., 696 Washington St., Boston; H. B. Brown, R. S., 333 Union St., Lynn.
- Trades Union Liberty League.* 184 Dudley St., Roxbury, Tel. Rox. 5256; Richard W. Garrity, Pres., 183 Court St., Boston; Dennis D. Driscoll, S.
- Treers Unions, Southeastern Massachusetts Association of.* At headquarters of affiliated locals; 2d Sun.; T. P. McSweeney, Pres., 26 Centre St., Brockton; John Turpin, R. S., Union St., S. Weymouth.
- Typographical Union, New England.* North Adams, Mass.; June 24 and 25, 1918; Edward L. Cahill, Pres., 30 Rock Av., Lynn; John F. Murphy, S. T., Box 712, Providence, R. I., Tel. West 2615R.

## RAILWAY ADJUSTMENT, PROTECTIVE, AND GRIEVANCE COMMITTEES.

- Locomotive Engineers: General Committee of Adjustment* (B. & A. R.R.). Usually in Boston; on call of Chairman; W. A. Paddock, Ch., 59 Hamilton St., Worcester; A. H. Bourne, S., 22 Empire St., Allston.

State, District, and Trades Councils.

*Locomotive Engineers: General Committee of Adjustment* (B. & M. R.R.). 7 Water St., Boston, Tel. Main 6026; on call; F. A. Hallett, Gen. Ch.; L. L. Carr, S. T., 347 Westford St., Lowell.

*Locomotive Engineers: General Committee of Adjustment* (B. R. B., and L. R.R.). Lynn; on call; George Pirie, Ch., 385 Revere St., Winthrop; J. H. Williams, S., 62 Jasper St., Saugus.

*Locomotive Engineers: General Committee of Adjustment* (N. Y., N. H. & H. R.R.). Rm. 18 Poli Bldg., New Haven, Conn.; on call of Gen. Ch.; F. S. Evans, Gen. Ch., 96 Winter St., Norwood; L. L. Mitchell, S. T., 11 Harrison Av., Taunton.

*Locomotive Engineers: Massachusetts State Legislative Board.* Boston; January; Henry H. Wilson, Pres., 82 Bailey St., Lawrence; Wm. H. Thresher, S. T., 7 Marlowe St., Dor., Tel. Dor. 4152M.

*Locomotive Firemen and Enginemen, Joint Protective Board of* (N. Y., N. H. & H. R.R.). Insurance Bldg., New Haven, Conn.; 1st Mon. in Feb.; J. P. Farrell, Gen. Ch., 184 Brook St., Hartford, Conn., Tel. 3523-2; A. E. Patterson, F. S., 443 Newfield Av., Bridgeport, Conn.

*Maintenance of Way Employees, Joint Protective Board of* (B. & M. System). 28 Causeway St., Boston; on call of Gen. Ch.; J. J. Lawlor, Ch., Saco, Me.

*Maintenance of Way Employees: B. and B. Foremen's Department* (B. & M.). 3 Hanover St., Boston; on call of chairman; Timothy J. Johnston, Ch., 10 High St., Saugus.

*Maintenance of Way Employees: Track Department* (B. & A.). Pilgrim Hall, 694 Washington St.; Boston; 4th Sat.; A. P. Cady, Ch., 7 Avon Pl., Newton; E. L. Hardy, S. T., 279 Portland St., Cambridge.

*Maintenance of Way Employees: Signal Department* (B. & A.). Rathbone Hall, 694 Washington St., 1st Thurs.; W. H. Kyte, Pres., 34 Dalton St., Boston; P. F. Coleman, S. T., 6 Pearl St., Natick.

*Railroad Station Agents, Order of.* Boston, Worcester & Springfield, Mass., and Hartford, Conn.; 2d and 3d Sun.; Earl H. Morton, Pres., Greenwood, Mass.; William F. Fernald, B. A., 57 Highland Av., Arlington.

*Railroad Station Employees, Brotherhood of: General Board of Adjustment* (B. & M. R.R.). Quincy House, Boston; on call of Gen. Ch.; P. J. Coyle, Gen. Ch., 27 Haymarket Sq., Boston, Tel. Hay. 4218; Ralph C. Putnam, R. S., 7 Vine St., Marblehead.

*Railroad Telegraphers, General Committee of Adjustment* (N. Y., N. H. & H. R.R.). By appointment; on call of Gen. Ch.; Leonard J. Ross, Gen. Ch. and B. A., 457 Wellington Av., Auburn, R. I.

*Railroad Trainmen: General Grievance Committee* (B. & A. R.R.). Boston; on call of Chairman; M. N. Doyle, Gen. Ch., 16 Harding St., Worcester; Tel. Park 3508; J. A. Flynn, R. S., R. F. D. No. 2, West Springfield.

*Railroad Trainmen: General Grievance Committee* (B. & M. R.R.). Boston; Jan., 1920; business office, 7 Water St., Boston, Tel. Fort Hill 1917; T. E. Donovan, Gen. Ch.; Charles J. Mahoney, Gen. S., 8 Linwood Pl., Chsn.

*Railroad Trainmen: General Grievance Committee* (B., R. B. & L. R.R.). Puritan Hall, 249 Friend St., Boston; 1st Thurs. and 3d Sun.; Elmer W. Foss, Ch., 7 Ocean View Av., Lynn; Emery J. Gregory, S., 7 Bartholomew St., S. Peabody.

*Railroad Trainmen: State Legislative Board.* Quincy House, Boston; next meeting, October, 1919; business office, 805 Tremont Bldg., Boston, Tel. Hay. 99; Walter L. McMenimen, Ch., 1578 Cambridge St., Cambridge; Thomas C. O'Brien, S.

*Railroad Workers, Boston and Maine System Council.* Quincy House, Boston; 2d Sat.; T. H. Condon, Pres. and B. A., 15 Boardman St., Salem, Tel. 1871M.; W. McMahon, R. S., 11 Water St., Concord, N. H.

*Railroad Workers, American Federation of: System Council* (N. Y., N. H. & H. R.R.). Alternately at Boston and New Haven, Conn.; 2d Sun.; M. H. Dickinson, Pres., 35 Rosette St., New Haven, Conn.

*Railroad Workers, Trades Council of the New York, New Haven, and Hartford System.* Commercial House, New Haven, Conn.; 1st Sat. in Jan.; special meetings by appointment; Frank Gannon, Pres. and B. A., 112 Union Av., W. Haven, Conn.

*Railway Carmen, Joint Protective Board of Brotherhood of* (B. & M. R.R.). Quincy House, Boston; on call; C. E. Dudley, Pres., 5 Ralph St., Lowell; L. M. Hodgkins, S. T., Woodville, N. H.

*Railway Clerks, Brotherhood of: Boston & Maine System Board of Adjustment.* Quincy House, Boston; quarterly and at discretion of Executive Committee; John D. Flynn, Ch., 7 Sumner St., Winter Hill; J. L. Johnson, Gen. S. T., 14 Stevens St., Lawrence, Tel. 1030.

*Railway Conductors: Adjustment Committee* (N. Y., N. H. & H. R.R.). 24 Hayward Pl., Boston; 4th Sun.; C. W. Merrill, S. T., 29 Evergreen St., Roxbury, Tel. Jam. 1726 M.; W. J. Loring, Ch., 12 Fairfield St., Braintree.

*Railway Conductors: General Adjustment Committee* (B. & A. R.R.). On call of Chairman; D. W. Morton, Ch., 22 Charles St., Auburndale; Charles M. Haslund, Gen. S., 51 Norton St., Dorchester.

*Railway Conductors: General Board of Adjustment* (B. & M. R.R.). Quincy House, Boston; biennially, even years, not later than April 15th; G. C. Hammond, Ch., 164 W. Wyoming Av., Melrose, Tel. 1628M.

*Street Railway Employees, Joint Conference of Bay State.* 724 Washington St., Boston; 1st Mon. in Jan., Apr., July, and Oct.; Fred Crowley, Pres., 1097 Lakeview Av., Braut; P. F. Sheehan, S., 167 Copeland St., Brockton, Tel. 2486R.

*System Federation* (N. Y., N. H. & H. R.R.). 694 Washington St., Boston; every 3 mos.; John Carnie, Pres., 313A Washington St., Dorchester; Robert Henderson, S., 232 Florence St., Roslindale.

## III. CENTRAL LABOR UNIONS AND LOCAL COUNCILS.

The following list includes those local delegate organizations, such as central labor unions and local councils, which are purely representative bodies composed of delegates from their respective affiliated local unions.

In every case where the information could be obtained the following facts are given for each organization: Name of organization, place and time of meeting, business office (where different from place of meeting) and telephone number, name and address of secretary or other officer acting as correspondent, and the name and address of the business agent, if any. Where no address is given for an officer named he may be addressed at the business office or place of meeting.

**BOSTON.**

(For abbreviations under Boston, see note at foot of page 17.)

*Allied Printing Trades Council.* 606 Old South Bldg., Tel. Fort Hill 1509; 1st Mon.; John F. Maguire, Pres.; Daniel J. McDonald, S. and B. A.

*Bakers Unions, Joint Executive Board of.* St. Stephens Hall, 987 Washington St.; 1st and 3d Thurs.; William J. Meade, S. T., 10 Sumner Pk., Dor.

*Brewery Workers, Joint Local Executive Board of.* 1117 Columbus Av., Rox., Tel. Rox. 3212W.; 1st and 3d Wed.; Konrad Young, Pres.; Arthur Heidke, R. S.

*Bricklayers, Masons, and Marble Setters, Joint Executive Committee of* (Boston and vicinity). 386 Harrison Av.; on call; John T. Walsh, B. A.

*Building Trades Council, A. F. of L.* 386 Harrison Av.; 2d and 4th Fri.; John C. McDonald, R. S.; Arthur M. Huddell, B. A.

*Building Trades Council, A. F.* 30 Hanover St.; 2d and 4th Tues.; Jeffrey Boudrot, R. S.; John Fox, B. A.

*Carpenters District Council of Boston and Vicinity.* 30 Hanover St., Tel. Hay. 1365; 1st and 3d Thurs.; Joseph F. Twomey, R. S.; James A. Bresnahan, B. A., 30 Hanover St.

*Central Labor Union.* 987 Washington St.; 1st and 3d Sun.; John F. Stevens, 12 Ambrose St., Pres.; Henry Abrahams, S., 11 Appleton St.; Patrick H. Jennings, B. A.

*Cloak and Skirt Makers, Joint Board of.* 751 Washington St., Tel. Beach 1920; Thurs.; Joel Sayvetz, F. S., 60 Westville St., Dor.; Hyman Hurwitz, B. A., 35 Emerald St.

*Clothing Workers Joint Executive Board, Amalgamated.* 885 Washington St.; Sat.; L. Marcovitz, S. T.; Samuel Zorn, H. Levine, T. Morelli, and M. Dusevico, Business Agents.

*Freight Handlers, Joint Council of Railroad.* 27 Haymarket Sq.; on call; J. D. Flynn, S. T., 7 Sumner St., Som.; P. J. Coyle, B. A.

*Hotel and Restaurant Employees International Alliance and Bartenders International League: Joint Executive Board.* 1160 Washington St., Tel. Beach 1823; 2d and 4th Fri.; Daniel J. Flanagan, Pres., 5 Sharon St.; Donald Evelyn, S. T., 1160 Washington St.

*Longshoremen's District Council.* Stetson Hall, Hanover and Blackstone Sts.; 1st Sun.; George W. Brady, Pres., 24 Harris St.; Andrew G. Norander, S. T., 255 Highland Av., Som.

**BOSTON — Con.**

*Metal Trades Council of Boston and Vicinity.* 995 Washington St.; 2d and 4th Fri.; business office, 696 Washington St., Tel. Beach 504; Herman M. Comerford, R. S.; Frank Tully, Pres., 9 Fenwood Rd., Rox.

*Metal Trades Department: Charlestown Council* (Navy Yard). 724 Washington St.; Thurs.; Charles H. Taylor, Pres., 26 Oliver St., Malden; William E. Pierson, R. S., 21 Washington St., Quincy Point.

*Municipal Employees Unions, Joint Council of.* Ruggles Hall, 5 Ruggles St., Rox.; 4th Fri.; M. F. O'Brien, S. T., 307A Warren St., Rox., Tel. Rox. 4136.

*Painters, Decorators, and Paperhangers District Council No. 41 of Boston.* 12 Kneeland St.; Thurs.; James T. Templeton, S. T.; Jeffrey A. Boudrot and John F. Welch, Business Agents.

*Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers: District Council of Boston and Vicinity.* Wells Memorial Hall, 987 Washington St.; 1st Sat.; Edward Devine, Pres., 300 Charles St., Malden; Joseph P. Curry, S. T., 447 Summer St., W. Lynn.

*Teamsters, Joint Council of.* 995 Washington St.; 2d and 4th Wed.; business office, 81 Canal St.; John Fenton, Pres., 2B Union Park St.; Nathaniel J. Lannan, S. T.

*Telephone Workers of New England, Joint Executive Board of.* 919 Washington St.; 4th Sun.; Albert H. Nichols, Pres., 19 Lowell St., Som.; George L. Kelly, S. T., 12 Church St., Dor.

*Union Label Section: Boston Central Labor Union.* St. Andrews Hall, 987 Washington St., Tel. Beach 56237; 1st and 3d Fri.; Charles Clause, Pres., 11 Appleton St.; William Kobs, R. S., 29 Lawn St., Rox.

*United Hebrew Trades of Greater Boston.* 1 Causeway St., Tel. Hay. 71417; 1st and 3d Sat.; Max Hamlin, F. S., 79 Hibbard St., Arlington Heights.

*Women's Trade Union League of Boston.* 919 Washington St., Tel. Beach 5152; 2d Wed.; Miss Rose Sullivan, Pres.; Miss Mabel Gillespie, Exec. S.

**BROCKTON.**

*Allied Printing Trades Council.* Y. M. C. A. Committee Room; 3d Thurs.; C. B. Main, Pres.; G. E. Spear, S., 138 Newbury St.



Central Labor Unions and Local Councils.

**BROCKTON—Con.**

*Building Trades Council* (Brockton and vicinity). 126 Main St., Rm. 26; Fri.; John Parker, Pres., 10 Day Av.; George L. Nickerson, R. S., 113 Huntington St.

*Central Labor Union.* Eagle Hall, 57 Centre St.; 2d and 4th Wed.; Frank C. Kimball, Pres., Campello Car Barn; Frank W. Gifford, R. and C. S., Box 225.

*Joint Shoe Council No. 1* (B. & S. W.). Eagle Hall, 57 Centre St.; 1st and 3d Wed.; business office, 68 Main St., Tel. 79; Patrick O'Byrne, Pres., 27 Broad St.; Michael J. Cohan, S. T.

*Teamsters, Joint Council of* (Brockton and vicinity). Moose Hall, 158 Main St.; 1st Tues.; William C. Deehan, Pres., 390 Montello St.; Joseph Williams, B. A., 609 Warren Av.

**CAMBRIDGE.**

*Central Labor Union.* Lower Hall, 631 Massachusetts Av.; 1st and 3d Thurs.; Jonathan Perry, Pres.; Michael D. Collins, R. S., 235 Upland Rd.

**CHELSEA.**

*Central Labor Union.* 220 Broadway; 2d and 4th Thurs.; Gerald Newnan, F. S., 161 Washington Av.

**CHICOOPEE.**

*Central Labor Union.* A. O. H. Hall, 208 Exchange St.; 3d Sun.; Ernest Gerhardt, Pres., 65 West St.; William J. Boyce, S., 10 Riverview Ter.

**FALL RIVER.**

*Carpenters District Council.* 14 Market St., Tel. 145; 2d and 4th Mon.; Byron A. Briggs, Pres., 2480 N. Main St.; Charles H. Percival, R. S., 517 Cambridge St.

*Central Labor Union.* Mule Spinners Hall, 42 Second St.; 1st and 3d Thurs.; Frank Riley, Pres., 536 Underwood St.; John F. Reagan, R. S., 53 Stetson St.

*Textile Council.* Weavers Bldg., Second St.; 3d Wed.; James Tansey, Pres.; Thomas Taylor, S. and B. A., 370 Bedford St.

**FITCHBURG.**

*Building Trades Council.* B. T. C. Hall, 13 Blossom St.; 2d and 4th Fri.; Richard Hunter, R. S., 963 Main St.; Albert Lafrennie, B. A., 59 Tisdale St., Leominster.

*Central Labor Union.* C. L. U. Hall, 48 Wallace Av.; 1st and 3d Wed.; O. F. Alexander, R. S., 24 Green St., Leominster.

**Framingham.**

*Central Labor Union.* C. L. U. Hall, 12 Howard St.; 1st and 3d Fri.; H. L. Skinner, S., 2 Highland St.

**Gardner.**

*Central Labor Union.* Barthels Hall, 1 Oak St.; 1st and 3d Sun.; John E. Gerior, Pres., 430 Parker St.; Edmond Fitzgerald, R. S., 81 West St.

**GLOUCESTER.**

*Central Labor Union.* Yates Hall, 163 Main St.; 2d and 4th Mon.; George H. Mack, Pres., 7 Cross St.; John E. Carrigan, R. S., 5 Mason Ct.

**Greenfield.**

*Building Trades Council.* Commonwealth Hall; John Reed, Pres., cor. Federal and Shattuck Sts.; John S. McIntosh, S., 38 Union St., Tel. 243R.

**HAVERHILL.**

*Central Labor Union.* 2 Gilman Pl., Tel. 1433; 2d and 4th Mon.; Fred M. Knight, Pres.; John Macdougall, S.

*Building Trades Council.* 2 Gilman Pl., Tel. 1433; 2d and 4th Wed.; J. S. Brodie, Pres., Lincoln St.; William F. Langton, S. T., 44 Chestnut St.

*Joint Shoe Council No. 2* (B. & S. W.). 2 Gilman Pl., Tel. 2399; Fri.; Fred M. Knight, Pres., 7 Cottage St.; Daniel F. Healey, S. T.

*Shoe Workers Protective Unions, District Council of.* 47 Locust St., Tel. 2315; 2d and 4th Sat.; S. J. Pothier, Gen. S.; John J. Bowen, B. A.

**HOLYOKE.**

*Building Trades Council.* Carpenters Hall, 437 High St., Tel. 705; Fri.; Jacob Kreuter, Pres., 680 High St.; George H. Lane, S. and B. A.

*Carpenters District Council* (Holyoke and vicinity). Carpenters Hall, 437 High St., Tel. 705; Tues.; Jacob Kreuter, Pres., 680 High St.; George H. Lane, S. and B. A.

*Central Labor Union.* Carpenters Hall, 437 High St.; 2d and 4th Sun.; business office, 214 Maple St., Tel. 434; Urban Fleming, Pres., 188 Lyman St.; John P. Bleasius, S., 34 Hitchcock St.

**LAWRENCE.**

*Allied Printing Trades Council.* Essex House; 2d Fri. of Jan., Apr., July, and Oct.; Wilfrid C. Kelley, S. T., 149 Centre St., Methuen.

*Allied Trades Council* (Building). Labor Hdqtrs., 665 Essex St., Hall No. 2, Tel. 1877; Wed.; Michael O'Brien, Pres., 293 Hampshire St.; James F. Hughes, S., 260 Hampshire St.

*Carpenters District Council.* Labor Hdqtrs., 665 Essex St., Tel. 1877; 2d and 4th Thurs.; Joseph Labelle, R. S., P. O. Box 363; Mervin J. Boomhower, B. A., 48 Holly St.

*Central Labor Union.* Labor Hdqtrs., 665 Essex St., Hall No. 1; 2d Wed. and 4th Sun.; Richard McNeice, Pres., 84 Howard St.; William A. Dawson, S., 94 Boxford St., Tel. 1877.

**LOWELL.**

*Allied Printing Trades Council.* G. A. R. Hall, 220 Merrimack St.; on call; William Raygan, Pres., 174 Pleasant St.; Fred A. Spoad, F. S., 23 Whitney Av.

*Carpenters District Council.* Carpenters Hall, Runnell's Bldg., Merrimack Sq., Tel. 2403; 2d and 4th Thurs.; Earl P. Taylor, R. S., 119 Mt. Pleasant St.; Michael A. Lee, B. A., 64 Bartlett St.

## Central Labor Unions and Local Councils.

**LOWELL**—Con.

*Local Federation of Shop Employees* (B. & M. R.R.). North West Hall, 84 Middlesox St., Lowell; 1st and 3d Tues.; Clarence E. Dudley, R. and F. S., 5 Ralph St., Lowell.

*Textile Council.* 32 Middle St., Tel. 1715; 2d and 4th Fri.; John Hanley, Pres., 32 Oliver St.; Frank N. Stimpson, R. S., 35 Carolyn St.

*Trades and Labor Council.* Council Hall, 32 Middle St.; 1st and 3d Thurs.; Charles E. Anderson, S., 7 Bowdoin St., Tel. 4191W.

**LYNN.**

*Allied Shoe Workers Council.* Walcott Hall, 153 Market St.; Fri.; Charles C. Hartshorn, Pres., 420 Chestnut St.; Wendell E. Dunbar, F. S.

*Building Trades Council.* 62 Munroe St., Tel. 4161W.; 2d and 4th Wed.; T. J. Sharkey, Pres., 50 Strawberry Av.; Irving G. Bowden, F. S., 36 Orchard St., W. Lynn.

*Central Labor Union.* Teamsters Hall, 35 Munroe St.; 2d and 4th Sun.; John H. Murphy, Pres., 86 Cottage St.; Joseph T. Perry, S. T., 15 E. Island St.

*Joint Shoe Council No. 1* (U. S. W.). 47 Exchange St.; Fri.; business office, 31 Exchange St., Tel. 3796; J. T. Clancy, Pres., 144 Lawton Av.; Charles O. Whidden, F. S.

*Joint Shoe Council No. 4* (B. & S. W.). Sharon Hall, 61 Exchange St., Tel. 251; 2d Fri.; James F. Lovett, Pres., Box 532; John D. Dullea, B. A., Box 532.

**MALDEN.**

*Central Labor Union.* Pratt Bldg., 56 Pleasant St.; 2d Thurs.; Frank E. Simpson, Pres., 235 Washington St.; John J. Lucey, R. S., 238 Charles St.

**MARLBOROUGH.**

*Central Labor Union.* Burkes Blk., 116 Main St.; 3d Wed.; Charles Hamlin, Pres., Belmont St.; R. Harvey Taylor, R. S., 64 Chestnut St.

**Maynard.**

*Textile Council.* Cannons Hall, Main St.; 1st Tues.; Benjamin C. Brown, S., Box 623.

**Middleborough.**

*Central Labor Union.* Robinson's Hall, N. Main St.; 2d Thurs.; Michael P. Baker, Pres., 20 Cambridge St.; Sylvanus L. Brett, R. S., 11 Rock St.

**Milford.**

*Central Labor Union.* Carpenters Hall, Lincoln Sq. Blk.; 2d and 4th Wed.; Milo Lyman, Pres., 1 Prentice Av.; P. J. Dacey, R. and F. S., 47 N. Bow St.

**Natick.**

*Central Labor Union.* Winch Blk., Main St.; Fri.; B. J. Healey, Pres., Morse St.; E. H. Pratt, R. S., 6 Harvard St.

**NEW BEDFORD.**

*Building Trades Council.* Theatre Bldg., 251 Union St., Tel. Auto. 1159; 1st and 3d Fri.; Walter Barnes, Pres., 53 Potter St., S. Dartmouth; George I. Sanderson, S. and B. A.

*Carpenters District Council.* 153 Union St.; Thurs.; D. A. Houle, B. A., 128 Tinkham Av.

*Central Labor Union.* Labor Temple, 746 Pleasant St.; 2d and 4th Fri.; Arthur N. Hariman, Pres., 169 Rockland St.; Patrick E. Wallbank, S., 348 Middle St.

*Textile Council.* Spinners Hall, 832 Purchase St.; 2d Mon.; Thomas Blacow, Pres., 322 Davis St.; James H. Simpson, R. S., 23 Ashley St., Cove Village.

**NEWTON.**

*Building Trades Council.* 251 Washington St.; 2d and 4th Fri.; William Meehan, Pres., Cherry St., W. Newton; George Lobieski, R. S., 4 Lake St., Natick.

**NORTH ADAMS.**

*Central Labor Union.* Dowlin Blk., 101 Main St.; 2d and 4th Tues.; John Cummings, Pres., Liberty St.; E. R. Stein, S. T., 15 Highland Av., Tel. 235W.

*Joint Shoe Council No. 21.* Dowlin Blk., 101 Main St.; 1st Thurs.; P. J. Kiley, Pres., Beacon St.; James F. MacNeill, S. T., 18 Hall St.

**NORTHAMPTON.**

*Central Labor Union.* Board of Trade Hall, 59 Main St.; 2d and 4th Wed.; Joseph A. Lepine, Pres., 18 Washington Pl.; Michael E. Garvey, R. S., 163 Prospect St., Tel. 1699W.

**PITTSFIELD.**

*Allied Printing Trades Council.* Shipton Hall, 150 North St.; on call; James E. Reagan, S. T., 202 Lenox Av.

*Central Labor Union.* C. L. U. Hall, 316 North St.; 2d and 4th Wed.; M. A. Cahill, Pres., 150 North St.; Lloyd T. Fillio, R. S., 13 Lake St.

*Metal Trades Council.* Metal Trades Council Hall, 124 North St.; 1st and 3d Wed.; Patrick J. Callahan, Pres., 118 Lincoln St.; David L. Kevin, R. S., 19 Tennyson St.

**QUINCY.**

*Building Trades Council.* Wilsons Hall, Hancock St.; Fri.; Charles Best, Pres., Newcomb Pl.; Walter C. Mason, S., 284 Water St.

*Carpenters District Council.* Poland Hall, Norfolk Downs; 1st and 3d Tues.; C. L. Bean, Pres., 116 Marlboro St., Wollaston; G. W. Winship, C. S., 5 Prospect Av., Wollaston.

**Rockland.**

*Central Labor Union.* B. and S. W. Hall, Union St.; 1st and 3d Mon.; Patrick Caplice, R. S., 109 Reed St.; John M. Gorman, B. A., Howard St.

Central Labor Unions and Local Councils.

**SALEM.**

*Central Labor Union.* 71 Washington St.; 1st and 3d Sun.; E. M. Cook, Pres., 24 Hardy St.; John C. Whiting, R. S., 30 Japonica St.

**SOMERVILLE.**

*Central Labor Union.* Hill Bldg., Union Sq.; 1st and 3d Fri.; John F. Barr, Pres., 151A Somerville Av.; Andrew H. Crispin, R. S., 31 Chandler St., Tel. 1038W.

**SPRINGFIELD.**

*Allied Printing Trades Council.* C. L. U. Hall, 19 Sanford St.; 3d Sun.; William B. Laun, S. T., 93 Pine St.

*Building Trades Council: Building Trades Department, A. F. of L.* 19 Sanford St.; business office, 21 Sanford St., Tel. River 1435; J. A. Beauchemin, Pres., 81 Pynchon St.; M. Joseph Scanlan, S. T., 14 Lyndale St.

*Carpenters District Council (Springfield and vicinity).* C. L. U. Hall, 19 Sanford St.; Mon.; business office, 21 Sanford St., Tel. River 1435; A. Jay Bromley, S., 59 Palmer Av.; Thomas McCarrol, B. A., 845 Worthington St.

*Central Labor Union.* C. L. U. Hall, 19 Sanford St.; 1st Sun.; business office, 21 Sanford St., Tel. River 1435; Thomas McCarrol, Pres., 845 Worthington St.; W. Lewis Collins, R. and C. S., 17 Windsor St.

**TAUNTON.**

*Central Labor Union.* C. L. U. Hall, 19 Broadway, Tel. 1553R.; 1st and 3d Tues.; William F. Moore, Pres., 9 Warren St.; Charles H. Drane, B. A., 18 Union St.

*Carpenters District Council.* 7 Jones Blk., Broadway; 1st and 4th Tues.; Alfred E. Shaw, Pres., 88 Washington St.; George A. Grenier, F. S., 28 Madison St.

**WALTHAM.**

*Central Labor Union.* Eagle Blk., Main St.; 2d and 4th Sun.; John J. Duffy, Pres., 74 Guinan St.; John F. Shea, S. T., 4 Pine St.

**Westfield.**

*Building Trades Council.* Carpenters Hall, School St.; 1st and 3d Thurs.; John Beauchemin, Pres., 21 Sanford St., Springfield; Charles Wright, F. S. T., P. O. Box 256.

*Central Labor Union.* C. L. U. Hall, 112 Elm St.; 4th Thurs.; James Burke, Pres., Orange St.; J. C. Cleary, R. S., 26 Union St.

**Whitman.**

*Joint Shoe Council No. 11.* Jenkins Blk., 591 Washington St.; 1st and 3d Wed.; Frank Gifford, Pres., Park Av.; George Douglas, W. O'Brien, and Frank Gifford, Business Agents.

**WORCESTER.**

*Allied Printing Trades Council.* Labor Temple, 62 Madison St.; 3d Sun.; John J. Collins, Pres.; W. H. Sullivan, S. T., 15 Wachusett St., Tel. 3471-12.

*Building Trades Council.* 62 Madison St., Tel. Park 6821; 2d and 4th Wed.; Arthur L. Eames, Pres., 11 Winslow St.; William A. Rossley, S. and B. A.

*Carpenters District Council.* Labor Temple, 62 Madison St., Tel. Park 6821; 1st and 3d Mon.; Albert J. Gagnon, F. S., 119 Lamartine St.; Oliver E. Jonah, B. A.

*Central Labor Union.* Labor Temple, 62 Madison St., Tel. Park 6821; 1st and 3d Wed.; John L. Sullivan, Pres., 81 Madison St.; James E. Heffron, S., P. O. Box 885.

*Women's Trade Union League.* 10 Southbridge St.; 1st Thurs.; Mrs. I. E. Lombard, Pres., 2 Hudson St.; Miss Mary Tucker, S., Freeland St.

## IV. LOCAL TRADE UNIONS.

In the following presentation appear the names of the local trade unions arranged alphabetically by cities and towns. Most of the local unions are affiliated with national federations, but a few are entirely independent of any other labor organization. The names of the central labor unions and councils are given in Division III of the directory immediately preceding this division. In every case where the information could be obtained the following facts are given for each union: Name of union, place of meeting, time of meeting, name and address of secretary, name and address of business agent, or, lacking these addresses, the name and address of some other officer authorized to conduct correspondence for the local. Where a special address is not given for a business agent or secretary, he may be addressed at the place of meeting.

**Abington.**

*Boot and Shoe Workers No. 371* (Mixed). Cleverly Hall, 402 North Av., N. Abington; 1st and 3d Thurs.; William P. Mackey, S. T. and B. A., Box 205, N. Abington.

*Letter Carriers: Branch No. 1161.* Standish Blk., N. Abington; monthly, no special date; Charles A. Fritz, S., 109 Randolph St., N. Abington.

**Adams.**

*Barbers No. 250.* Lacy's Barber Shop, Park St.; last Tues.; John J. McAndrews, Jr., F. S., Barber Shop, Barrett Hotel.

*Bartenders No. 291.* Greylock Blk.; 1st Sun.; James Kiley, S., Greylock House.

*Beamers and Tapers No. 576.* Caledonian Hall, Columbia St.; last Tues.; Fred Barschdorf, R. S., 13 Burt St.

*Carpenters No. 395.* Germany Hall, Spring St.; Mon.; Frank J. Gamache, R. S., 4 Miller St.; Sam Gamache, B. A., 4 Miller St.

*Letter Carriers: Branch No. 615.* Post Office Bldg.; 1st Mon.; John H. Hanlon, S., 1 Mooney Ave.

*Loomfixers No. 182.* Foresters Hall, Center St.; 1st and 3d Fri.; Max A. Adams, C. S., 6 Upton St.

*Mule Spinners* (Cotton). Turn Hall, N. Summer St.; 2d Tues.; Henry Reid, C. S., 16 Richmond St.

*Weavers No. 4* (Polish). Polish Weavers Hall, E. Hoosac St.; 1st Tues.; Charles S. Krol, R. S., 15 Hilbert St.

**Amesbury.**

*Carpenters No. 1452.* A. O. U. W. Hall; 1st and 3d Wed.; Henry F. Cherry, B. A., 54 Clinton St.

*Hat Finishers Association No. 3, U. S. Wool.* Monomack Yacht Club, Merrimac St.; 1st Wed.; John J. Flanagan, R. S., 2 Walker Av.

*Letter Carriers Branch No. 77.* Federal Bldg., Main St.; 2d Tues.; R. C. Mains, S., 74 Market St.

*Metal Polishers, Buffers and Platers No. 47.* Workmen's Hall, Elm St.; 1st Fri.; John F. Brown, R. S., 4 E. Elm St.

*Street and Electric Railway Employees No. 785.* K. of P. Hall, Railroad Av.; 1st Thurs.; Frank M. Maguire, S., 3 Temple St., Newburyport; A. W. Hopkinson, B. A., High St., Newburyport.

**Amherst.**

*Carpenters No. 1503.* Old Record Bldg., Printing House Sq.; 2d and 4th Fri.; Jaynes Brown, R. S., Pelham Rd.; Daniel C. Moriarty, B. A., Lincoln Bldg.

*Letter Carriers: Branch No. 592.* E. M. Dickinson, S. *Painters No. 389.* Carpenters Hall, Main St.; 1st and 3d Fri.; Arthur E. Messier, F. S., R. F. D. No. 2, Box 71.

**Andover.**

*Flax Dressers No. 854.* Peter O'Hare, Pres., 2 Brechlin Ter.

**Arlington.**

*Carpenters No. 831.* Crescent Hall, Massachusetts Av.; 1st and 3d Thurs.; W. C. Balsor, R. S., 205 Forest St.; John J. Cogill, B. A., 27 Glen Ct., Malden.

*Town Employees No. 837.* Hibernian Hall, Chestnut St.; last Fri.; John J. Donohue, S., 114 Warren St.

**Ashburnham.**

*Machinists No. 20.* Fairbanks Hall, Main St.; 2d and 4th Thurs.; John R. Briggs, Pres., Box 179.

**Athol.**

*Barbers No. 623.* 28 Exchange St.; last Tues.; John L. Moushure, S., 252 South St.

*Bartenders No. 87.* Union Hall; 1st Sun.; Chas. J. Bates, S. T., Erving, Mass.

*Bricklayers, Masons and Plasterers No. 56.* Cooks Blk., 487 Main St.; 1st Thurs.; Arthur E. Tyler, C. S., 66 Beach St.; Thomas A. Hebert, Pres., 591 Vine St.

*Carpenters No. 1059.* Lyric Hall, Exchange St.; 2d and 4th Wed.; Arthur L. Twichell, R. S., 150 Prospect St.

*Metal Polishers, Buffers and Platers No. 118.* Moose Hall, 487 Main St.; last Mon.; John W. Barnes, F. S., 399 Unity Av.

*Musicians Protective No. 287.* Musicians Hall, 90 Exchange St.; 1st Sun.; Frank E. Weaver, S., 407 Pequig Av.

*Painters No. 772.* Agricultural Hall; 1st and 3d Wed.; L. J. Brimmer, R. S., 1758 Main St.

*Retail Clerks No. 655.* Hayden's Restaurant; on call; Louis E. Fisette, S. and B. A., 216 Prospect St.

*Typographical No. 687.* (See Greenfield.)

Local Trade Unions.

**ATTLEBORO.**

*Bricklayers, Masons and Plasterers No. 26.* Emmet Hall, Park St.; 2d Wed.; Charles H. Stafford, F. and C. S., 276 Oak Hill Av.  
*Carpenters No. 327.* Star Hall; Tues.; John R. Tingley, R. S., Box 461.  
*Jewelry Workers No. 18.* Brownell Hall, 15 Railroad Av.; Sun.; James H. Crowell, F. S., 85 Park St.  
*Letter Carriers: Branch No. 441.* 75 Park St.; 2d Mon.; Clarence E. Merriam, S., 168 N. Main St.  
*Plumbers and Steamfitters No. 239.* Briggs Blk., 1st Mon.; J. L. Slattery, F. S., 25 E. Fourth St.  
*Street and Electric Railway Employees No. 22.* (See WORCESTER.)

**Avon.**

*Boot and Shoe Workers No. 275 (Mixed).* Butlers Blk., Avon Sq.; 1st and 3d Fri.; Minot A. Burrell, B. A., Box 556, Randolph.

**Ayer.**

*Railroad Workers: Ayer Lodge No. 134.* Eagles Hall, W. Main St.; 2d Wed.; Charles L. Washburn, S. T. and B. A., Box 717.

**Barnstable (HYANNIS).**

*Carpenters No. 1008.* 1st and 3d Tues.; William H. Bearse, R. and F. S.

**Barre.**

*Wool Sorters No. 4 (South Barre).* Columbus Hall, S. Barre; 1st Fri.; Robert H. Dolan, R. S., Box 363, S. Barre.

**BEVERLY.**

*Bricklayers, Masons and Plasterers No. 40.* Lasters Hall, Cabot St.; 1st and 3d Tues.; E. A. Upton, C. S., 101 Odell Av.  
*Carpenters No. 878.* Webbers Hall, Cabot St.; Fri.; R. W. Wallace, R. S., 153 Cabot St.; Louis E. Dumas, B. A., 71 Washington St., Salem.  
*City Employees No. 878.* Lasters Hall, Cabot St.; 2d and 4th Wed.; W. F. Blood, R. S., 37 Thorn-dike Av.  
*Electrical Workers No. 259.* (See SALEM.)  
*Lasters No. 12 (U. S. W.).* Lasters Hall, Cabot St.; Fri.; Edson C. Shaw, R. S., 28 Rantoul St.; Patrick J. Buckley, B. A., 176 Essex St., Salem.  
*Letter Carriers: Branch No. 585.* Manchester Unity Hall, 222 Cabot St.; 1st Mon.; George E. Knowles, S., 37 Rowell Av.  
*Painters, Decorators and Paperhangers No. 833.* Burnham Hall, 131 Cabot St.; Thurs.; Fred D. Upton, F. S., Ash St., Danvers.  
*Plumbers No. 138.* (See SALEM.)  
*Stockfitters No. 29 (U. S. W.).* (See SALEM.)  
*Team Drivers No. 249.* Lasters Hall, Cabot St., 1st and 3d Thurs.; William J. Pierson, S. T., 39 Lovers Leap Av., Lynn.  
*Turn Workmen No. 6 (S. W. P.).* 129 Cabot St.; Fri.; S. J. Pothier, S., 47 Locust St., Haverhill; John F. Bowen, B. A.

**BOSTON.**

*Ambulance Drivers.* (See Teamsters No. 58.)  
*Apartment House Janitors and Choremien.* (See Jani-tors and Choremien No. 14396, Apartment House.)  
*Artificial Stone and Asphalt Workers No. 534.* 386 Harrison Av.; 1st and 3d Fri.; John Carroll, B. A.  
*Asbestos Workers.* (See Insulators and Asbestos Workers No. 6.)  
*Bakers No. 7.* Blatchford Hall, 987 Washington St.; 2d and 4th Sat.; James J. Jacobs, F. S., T. and B. A.  
*Bakers No. 45 (Hebrew).* Shapiro Hall, 38 Causeway St.; 2d and 4th Fri.; Bernard Reismann, S., 107 Brunswick St., Dor.; Israel Freedman, B. A., 148 Howard Av., Rox.  
*Barbers No. 182.* Barbers Hall, 995 Washington St.; 1st and 3d Tues.; Joseph F. Donovan, C. and F. S.; John B. Manganaro, B. A.  
*Barbers No. 666 (Italian).* 170 Hanover St.; 1st Thurs.; Hugo Baldi, F. S., 43 Portland St.  
*Bartenders No. 77.* 386 Harrison Av.; 2d and 4th Sun.; John W. Conley, S. T., 183 Court St.; Richard W. Garrity and Thomas H. Gerraughty, Business Agents.  
*Bath Department Employees No. 15456.* Phoenix Hall, 724 Washington St.; 2d Sun.; Henry W. Walter, Treas., 4 Noble Ct., E. B.  
*Ben Franklin Assembly No. 5463 (Sanitary and Street Cleaning Department Employees).* Dea-con Hall, 1651 Washington St.; 2d and 4th Sun.; John Kennedy, R. S., 615 Bennington St., E. B.  
*Bevelers and Polishers No. 704, Glass (Painters).* Naomi Hall, 724 Washington St.; 1st and 3d Tues.; John E. Stack, R. S., 29 Valley St., Everett.  
*Bill Posters and Billers No. 17.* 129 Pleasant St.; 3d Sun.; A. Thomas Noonan, S. T., 2 Elton St., Dor.; C. Meaney, B. A.  
*Blacksmiths No. 105.* Association Hall, 995 Wash-ington St.; 2d and 4th Sun.; John J. Driscoll, F. S., 12 Langdon St., Rox.; Patrick McGarry, B. A., 694 Washington St.  
*Blacksmiths: Essex Lodge No. 499 (B. & M. R.R.).* 92A Leverett St.; 4th Fri.; A. H. Cleveland, F. S., 48 Turner St., Waltham; Finlay Mac-Kenzie, B. A., 29 Teale Av., W. Somerville.  
*Boiler Makers No. 250.* Naomi Hall, 724 Washington St.; 3d Fri.; Harry J. Rapley, R. and C. S., 56 Brush Hill Rd., Mattapan.  
*Boiler Makers, Iron Ship Builders and Helpers of America No. 304 (Charlestown).* A. O. H. Hall, Main St.; Mon.; James E. Mason, C. S., 58 Mt. Auburn St., Watertown.  
*Boiler Makers: University City Lodge No. 515.* Swartz Hall, 15 Leverett St.; 1st and 3d Fri.; J. W. Muise, C. and F. S., 10 Baxter St., Melrose.  
*Boiler Makers No. 585 (East Boston).* Homestead Hall, 724 Washington St.; 1st and 3d Thurs.; Daniel B. McInnes, C. and R. S., 250 Webster St., E. B.

<sup>1</sup> Abbreviations for Sections of Boston: Alls. for Allston; Br., Brighton; Chsn., Charlestown; Dor., Dor-chester; E. B., East Boston; H. P., Hyde Park; J. P., Jamaica Plain; Mat., Mattapan; Nep., Neponset; Ros., Roslindale; Rox., Roxbury; S. B., South Boston; W. Rox., West Roxbury.

## Local Trade Unions.

## BOSTON — Con.

*Bookbinders No. 16.* Investigator Hall, 9 Appleton St.; 4th Tues.; William H. Murphy, S., 354 Old South Bldg.

*Boot and Shoe Workers No. 229* (Mixed). Dwight Hall, 514 Tremont St.; 2d and 4th Thurs.; Frank E. Cook, B. A.

*Boot and Shoe Workers No. 308* (Leather Handlers). 987 Washington St.; 4th Sun.; William H. Maher, F. S., 62 West Selden St., Dor.

*Boot and Shoe Workers No. 380* (Shoe Repairers). 694 Washington St.; 4th Sun.; T. H. O'Neil, S. T., 100 Washington St., Brookline.

*Boot and Shoe Workers No. 512* (E. B.). Meridian Hall, 163 Meridian St., E. B.; 1st Wed.; Miss Jennie Johnson, S., 54 Dwight St.

*Bottlers and Drivers.* (See *Brewery Workmen No. 122.*)

*Bottle Sorters and Washers No. 15292.* 1 Causeway St.; 2d and 4th Sat.; Abraham Aronowitz, F. S., 46 Lowell St.

*Brass Bed Workers.* (See *Metal Polishers No. 101.*)

*Brass Molders and Brass Coremakers.* (See *Molders No. 468.*)

*Brewery Workmen No. 14* (German). Arbeiter Hall, 24 Amory Av., Rox.; 1st and 3d Sun.; Konrad Young, S. and B. A., 1117 Columbus Av., Rox.

*Brewery Workmen No. 29* (English). Hibernian Bldg., 184 Dudley St.; 2d and 4th Sun.; William E. Ward, S. and B. A., 1104 Columbus Av., Rox.

*Brewery Workmen No. 122* (Bottlers and Drivers). Kossuth Hall, 1095 Tremont St., Rox.; 2d Sun. and 4th Fri.; Michael J. Hines, S. and B. A., 1117 Columbus Av., Rox.

*Bricklayers Benevolent and Protective No. 3.* B. T. C. Hall, 386 Harrison Av.; Thurs.; John A. Ryan, F. S., 28 Boylston St., J. P.; John T. Walsh, B. A., 18 Riverview St., Cambridge.

*Bricklayers No. 27.* Boston Hall, 1096 Tremont St.; 1st Tues.; Joseph A. Gleason, R. S., 1485 Tremont St., Rox.

*Bridge and Structural Iron Workers.* (See *House-smiths and Bridgemen No. 7.*)

*Bridge Tenders No. 12333.* St. Andrews Hall, 987 Washington St.; 4th Thurs.; Francis F. Morse, S. T., 16 Mystic St., Chsn.

*Building Laborers.* (See *Hod Carriers and Building Laborers.*)

*Cabinet Makers and Mill Men.* (See *Carpenters No. 1824.*)

*Cable Splicers.* (See *Electrical Workers No. 396.*)

*Can Makers No. 1002.* Shapiro Hall, 38 Causeway St.; 1st and 3d Fri.; Felix Bock, R. S., 1043 Washington St.

*Cap Cutters and Blockers.* (See *Cloth Hat and Cap Makers No. 38.*)

*Cap Finishers, Trimmers and Packers.* (See *Cloth Hat and Cap Makers No. 29.*)

*Car Workers.* (See *Railroad Workers.*)

*Car and Locomotive Painters.* (See *Painters No. 338.*)

*Cargo Hoisters and Operators.* (See *Steam Engineers No. 44.*)

*Carpenters No. 33.* 987 Washington St.; Mon.; Ben Rounds, R. S., 167 Pembroke St.; John T. White, B. A., 30 Hanover St.

## BOSTON — Con.

*Carpenters No. 67* (Roxbury). O'Reilly Hall, 184 Dudley St., Rox.; Wed.; Frank L. Paine, R. S., 17 Bow St., Arlington Heights; John M. Devine, B. A.

*Carpenters No. 102* (Bridge and Building) (Hyde Park). Unity Hall, 724 Washington St.; 4th Wed.; William J. McDonough, R. S., 3 Whitney Pk., Mattapan.

*Carpenters No. 218* (East Boston). 18 Central Sq., E. B.; Tues.; William N. Thornton, R. and C. S., 429 Chelsea St., E. B.; C. H. Morrison, B. A., 16 Pope St., E. B.

*Carpenters Union No. 386* (Dorchester). Music Hall, Fields Cor., Dor.; Tues.; Embert W. LeLacheur, R. S., 116 Park St., Dor.; James E. Eaton, B. A., 274 Beach St., Wollaston.

*Carpenters No. 394* (Cigar Box Makers). Sarsfield Hall, 184 Dudley St., Rox.; 4th Thurs.; Walter C. Wells, R. S., 4 Downer Ct., Dor.

*Carpenters No. 547.* 30 Hanover St.; Fri.; Simpson Booth, R. S.; James Feeley, B. A.

*Carpenters No. 802* (Hyde Park). Lyric Hall, Everett Sq., H. P.; Wed.; James MacNaught, R. S., 985 River St., H. P.

*Carpenters No. 889* (Brighton). Woods Hall, Market St., Br.; Fri.; Edward T. MacNeill, F. S., 147 Murdock St., Br.

*Carpenters No. 938* (West Roxbury). Fairview Hall, 33 Poplar St., Rox.; Tues.; Norman R. McLeod, R. S., 33 Poplar St., Ros.; James M. Gauld, B. A., 178 Washington St., Brookline.

*Carpenters No. 954* (Hebrew). Shapiro Bldg., 38 Causeway St.; Mon.; Samuel Borosoff, F. S., 50 Congress St., Chsn.

*Carpenters No. 959* (Mattapan). Association Hall, Mattapan Sq.; Mon.; William H. Hoffman, F. S., 23 Orono St., Mat.

*Carpenters No. 1096* (Floorlayers). Blatchford Hall, 987 Washington St.; Tues.; William A. Nicholson, R. S., 17 Middle St., S. B.

*Carpenters No. 1393* (Wharf and Bridge). Carpenters Hall, 30 Hanover St.; Mon.; Edward Behenna, R. S.; Seymour Coffin, B. A.

*Carpenters No. 1543* (Car Builders, N. Y., N. H. & H. R.R.) (Hyde Park). 694 Washington St.; 2d Thurs.; Sinclair Cormack, S., 11 Lockwood St., H. P.

*Carpenters No. 1573* (Stair Builders). 30 Hanover St.; 2d and 4th Wed.; George E. Haskins, R. S., 89 Willett St., Wollaston.

*Carpenters No. 1671* (Ship) (East Boston). 19 Border St., E. B.; Tues.; Frank Winsor, R. S., 69 Falcon St., E. B.; Richard E. H. Ebsary, F. S., 7 Harvard St., Chsn.

*Carpenters No. 1772* (Building and Bridge). (See TAUNTON.)

*Carpenters No. 2501.* Paine Memorial Bldg., 9 Appleton St.; 1st and 3d Mon.; Alexander Duncan, S., 457 Concord Av., Cambridge.

*Carpenters No. 2502.* Lusitania Hall, 160 Hanover St.; 1st and 3d Mon.; D. T. Jardine, Branch S., Box 42, N. Stoughton.

*Carpenters No. 2503.* Dudley St. Opera House; Fri.; John Fletcher, S., 288 Fuller St., Dor.

Local Trade Unions.

**BOSTON — Con.**

*Carpet Mechanics.* (See *Upholsterers No. 109.*)  
*Carriage Drivers and Chauffeurs.* (See *Teamsters No. 126.*)  
*Carriage, Wagon, and Automobile Workers No. 9.* 987 Washington St.; 2d and 4th Wed.; John McGoogins, R. S., 118 Conant St., Rox., Austin Kaveney, B. A.  
*Cement and Asphalt Finishers.* (See *Artificial Stone and Asphalt Workers No. 534.*)  
*Cemetery Department Employees No. 250.* 987 Washington St.; 4th Thurs.; George J. Duffy, R. S., 552 Hyde Park Av., Ros.  
*Chandelier Workers.* (See *Metal Polishers No. 99.*)  
*Chauffeurs and Teamsters.* (See *Teamsters No. 394.*)  
*Cigar Box Finishers No. 15333.* Ruggles St. Neighborhood House; 2d Fri.; Miss Mary Walsh, R. S., 5 Brook Av., Rox.  
*Cigar Box Makers.* (See *Carpenters No. 394.*)  
*Cigar Factory Tobacco Strippers No. 8156.* Hall No. 7, 995 Washington St.; 2d Mon.; Miss Agnes Gallagher, R. S., 408 Columbia St., Cambridge.  
*Cigar Makers No. 97.* Investigator Hall, 9 Appleton St.; 2d and 4th Fri.; Henry Abrahams, C. S.; Aaron Velleman, Pres.  
*City Chauffeurs.* (See *Teamsters No. 60.*)  
*City Firemen.* (See *Fire Fighters No. 19.*)  
*Civil Service Civil Engineers No. 15673.* 24 Haywood Pl.; 1st Tues.; H. L. Patterson, R. S., 51 Deering Rd., Dor.; John Crotty, S., 10 Prospect St., Chsn.  
*Clerks.* (See *Retail Clerks.*)  
*Cloak Makers.* (See *Garment Workers No. 56, Ladies.*)  
*Cloth Hat and Cap Makers No. 7* (Operators). 724 Washington St.; Sat.; Nathan Cohen, F. S., 73 Campbell Av., Revere; Julius Linden, B. A., 323 Spruce St., Chelsea.  
*Cloth Hat and Cap Makers No. 29* (Cap Finishers, Trimmers, and Packers). 724 Washington St.; 1st and 3d Wed.; Emily J. Granville, F. and R. S., 172 Walnut Av., Rox.  
*Cloth Hat and Cap Makers No. 38* (Cap Cutters and Blockers). Naomi Hall, 724 Washington St.; 2d and last Mon.; H. W. Adelman, F. S. and B. A., 51 Holyoke St., Malden.  
*Clothing Cutters and Trimmers* (Independent). Elks Hall, 26 Hayward Pl.; 2d Tues.; John J. Hayes, Clerk, 127 Mountain Av., Revere; Joseph F. Barry, B. A., 9 Summer St.  
*Clothing Workers No. 1, Amalgamated* (Coat Makers, Italian and Jewish). 885 Washington St.; Tues.; L. Marcovitz, S. T.  
*Clothing Workers No. 25, Amalgamated* (Custom Tailors). 93 Staniford St.; Tues.; L. Marcovitz, S. T., 885 Washington St.  
*Clothing Workers No. 149, Amalgamated* (Coat Makers, Lithuanian). Lithuanian Hall, Cor. E. and Silver Sts., S. B.; 2d and 4th Thurs.; L. Marcovitz, S. T., 885 Washington St.  
*Clothing Workers No. 150, Amalgamated* (Overall Workers). 93 Staniford St.; 2d and 4th Wed.; L. Marcovitz, S. T., 885 Washington St.

**BOSTON — Con.**

*Clothing Workers No. 171, Amalgamated* (Coat and Piece Pressers). 885 Washington St.; Mon.; L. Marcovitz, S. T.  
*Clothing Workers No. 172, Amalgamated* (Vest Makers). 93 Staniford St.; Mon.; L. Marcovitz, S. T., 885 Washington St.  
*Clothing Workers No. 173, Amalgamated* (Pants Makers). Academy Hall, 15 Leverett St.; Wed.; L. Marcovitz, S. T., 885 Washington St.  
*Clothing Workers No. 267, Amalgamated* (Sheepskin Coat Makers). Naomi Hall, 724 Washington St.; 1st and 3d Wed.; L. Marcovitz, S. T., 885 Washington St.  
*Coal Handlers.* (See *Longshoremen No. 831.*)  
*Coal Hoisting Engineers.* (See *Steam Engineers No. 74.*)  
*Coal Teamsters and Helpers.* (See *Teamsters No. 68.*)  
*Coat and Piece Pressers.* (See *Clothing Workers No. 171, Amalgamated.*)  
*Coat Makers.* (See *Garment Workers No. 1, United, and Clothing Workers Nos. 1, 149 and 267, Amalgamated.*)  
*Commercial House Janitors and Watchmen.* (See *Janitors and Watchmen No. 15908, Commercial House.*)  
*Commercial Portrait Artists No. 15296.* Committee Room, 987 Washington St.; 1st Tues.; August Vobis, S., 114 Spring St., Medford.  
*Commercial Telegraphers No. 4.* On call; William T. Yetman, Local Ch.; 98 Calumet St., Rox.  
*Compositors.* (See *Typographical No. 13.*)  
*Compressed Air and Foundation Workers.* (See *Hod Carriers and Building Laborers No. 64.*)  
*Cooks and Stewards.* (See *Marine Cooks and Stewards Association.*)  
*Coopers No. 58* (Tight Bbl.) (Not including brewery work). 97 Washington St., North; 2d Wed.; John E. Kelly, S., P. O. Box 63, Franklin Park.  
*Coopers No. 89* (Brewery). Schiller Hall, 1095 Tremont St.; 3d Mon.; James J. Doyle, S., 615 South St., Ros.  
*Coppersmiths No. 92.* Unity Hall, 724 Washington St.; 1st and 3d Wed.; Louis W. Roth, R. S., 199 Lexington St., E. B.; Harry A. Snarberg, B. A., 26 Walter St., Somerville.  
*Coremakers.* (See *Molders No. 106 and Coremakers No. 468, Brass.*)  
*Creamery Workers No. 14590.* 987 Washington St.; 2d and 4th Fri.; Edwin H. Knight, F. S., 40 Lincoln St., Chsn.  
*Custom Tailors.* (See *Clothing Workers No. 25.*)  
*Cutters.* (See *Shoe Workers No. 73, U. S. W.*)  
*Cutters and Trimmers.* (See *Garment Workers No. 98, United.*)  
*Day Workers No. 15852, House.* 919 Washington St.; alt. Thurs.; Lucy Campbell, S. T.  
*Department Store Drivers and Chauffeurs.* (See *Teamsters No. 394.*)  
*Dry Goods Clerks.* (See *Retail Clerks No. 796.*)  
*Electrical Workers No. 1A.* 995 Washington St.; 2d and 4th Fri.; Annie M. O'Brien, R. S.; Mary E. Matthews, C. and F. S., Rm. 452 Old South Bldg.

## Local Trade Unions.

## BOSTON — Con.

*Electrical Workers No. 84* (Clerical Employees). Sarsfield Hall, 184 Dudley St.; 1st and 3d Mon.; Miss Agnes T. Burke, F. S., 32 Oakland Rd., Brookline; Miss Marguerite Burke, R. S., 73 Cotting St., Medford.

*Electrical Workers No. 103* (Insidemen). 987 Washington St.; Wed.; F. R. Sheehan, R. S.; John Smith, 63 Paul Gore St., J. P., and William Roberts, Business Agents.

*Electrical Workers No. 104* (Linemen). Washington Hall, 995 Washington St.; Wed.; John A. McGarry, B. A.

*Electrical Workers No. 142* (Telephone Installers). Dexter Hall, 985 Washington St.; Fri.; John A. Donoghue, Gen. S., Rm. 435, Old South Bldg.

*Electrical Workers No. 202* (Clerical Employees). O'Reilly Hall, 184 Dudley St., Rox.; 1st and 3d Mon.; William C. Crane, R. S., 57 Mt. Vernon St., Braintree.

*Electrical Workers No. 396* (Cable Splicers). 987 Washington St.; 1st and 3d Wed.; George M. Loux, R. S., 37 Harbor View St., Dor.

*Electrical Workers No. 399* (Shopmen). Machinists' Hall, 987 Washington St.; 2d and 4th Thurs.; Joseph Hayes, S., Ludbury Rd., Concord; William F. Kelley, Pres., 21 Bucknam St., Rox.

*Electrical Workers No. 503* (Fixture Fitters and Hangers). 30 Hanover St.; 2d and 4th Mon.; George A. Deans, R. S., 9 Appleton St., Atlantic; Henry Cahill, B. A., 30 Hanover St.

*Electrical Workers No. 663* (Railroad). 92 Leverett St.; last Thurs.; J. W. Valpey, R. S., 36 School St., Everett; Martin L. Kidder, F. S., 37 Bowdoin St.

*Electrical Workers No. 717* (Shop). St. Andrews Hall, 987 Washington St.; 1st and 3d Tues.; P. J. McWilliams, F. S., 374 Warren St.

*Electrotypers No. 11*. 24 Hayward Pl.; 2d Thurs.; Malcolm T. McDonald, R. S., 74 Lincoln St., W. Medford; Martin J. Casey, Pres. and B. A., 328 Centre St., Dor.

*Elevator Constructors No. 4*. B. T. C. Hall, 386 Harrison Av.; 2d and 4th Thurs.; John C. MacDonald, B. A.

*Engineers.* (See *Steam Engineers and Locomotive Engineers.*)

*Engineers, Amalgamated Society of: Boston Branch No. 997*. Wells Memorial Hall, 987 Washington St.; alt. Sat.; Samuel Hellewell, S., 27 Beech Glen St., Rox.

*Excavators, Sand, Brick, Stone, Lime, and Cement Teamsters.* (See *Teamsters No. 379.*)

*Federal Employees No. 25*. Roughan Hall, City Sq., Chsn.; 3d Thurs.; William J. Sleep, S., Long Wharf.

*Federal Labor No. 8217*. (See *Metropolitan Water Works Employees.*)

*Federal Labor No. 15906* (Bath, Park, and Recreation Departments). Deacon Hall; 1st Tues.; Mary Hallinan, S., 31 Elder St., Dor.

*Ferry Employees No. 625* (Gatemen). South Ferry, E. B.; last Wed.; James E. Green, S., 17 Sturbridge St., Dor.; Frank McGee, B. A.

## BOSTON — Con.

*Fire Fighters No. 19* (Fire Department). Rathbone Hall, 694 Washington St.; 3d Thurs.; F. B. Cook, S., Engine 8, Salem St.

*Firemen and Enginemen.* (See *Locomotive Firemen and Enginemen.*)

*Fishermen's Union of the Atlantic*. 202 Atlantic Av.; Tues.; William H. Brown, S.

*Fish Handlers No. 15773*. Fishermen's Union Hall, Atlantic Av.; 2d and 4th Sun.; Harry Myers, S., 51 Beach Rd., Winthrop.

*Fixture Fitters and Hangers.* (See *Electrical Workers No. 503.*)

*Floorlayers.* (See *Carpenters No. 1096.*)

*Franklin Association No. 18* (Press Feeders and Helpers). 24 Hayward Pl.; 2d Thurs.; Michael S. Cooney, S. T. and B. A., 39 Court St.

*Freestone Cutters Association.* (See *Stone Cutters Association, Journeymen.*)

*Freight Clerks Assembly No. 1793* (B. & M. R.R., Charlestown). Owls Hall, 66 Main St., Chsn.; 2d Mon. and 4th Sun.; Thomas Cook, F. S., 14 Trenton St., Chsn.

*Freight Clerks No. 358*. Tonti Hall, 327 E Street; 4th Sun.; Daniel Desmond, R. S., 5 Belmont Sq., Somerville.

*Freight Foremen: K. of L. (B. & M. R.R.)*. Owl Hall, Main St., Chsn.; 2d Mon.; Ralph W. Jefferson, S., 25 Mountain Av., Saugus.

*Freight Handlers and Station Employees No. 397*. St. Ambrose Hall, 987 Washington St.; 2d and 4th Sun.; Patrick J. Galvin, R. S., 20 Lawn St., Rox.

*Freight Handlers Assembly No. 628: K. of L. (N. Y., N. H. & H. R.R.)*. St. Omer Hall, 376 Broadway, S. B.; 2d and 4th Sun.; John J. Sweeney, R. S., 67 Emerald St.; Martin J. Kelley, Auditor, 119 Liberty St., E. Braintree.

*Freight Handlers No. 809, Dock.* (See *Longshoremen No. 809.*)

*Freight Handlers No. 822, East Boston Dock.* (See *Longshoremen No. 822.*)

*Freight Handlers No. 5572: K. of L. (B. & M. R.R.)*. Hibernian Hall, Union St., Chsn.; 2d and 4th Sun.; Denis McCarthy, R. S., 287 Charles St., Malden.

*Fur Workers No. 30*. Pilgrim Hall, 694 Washington St.; 2d and 4th Sat.; Benjamin Lederman, Pres., 85 Bernard St., Dor.

*Garment Cutters.* (See *Garment Workers No. 73, Ladies.*)

*Garment Workers No. 7* (Waterproof). Shapiro Hall, 38 Causeway St.; Wed.; David Kaplan, C. S. and B. A.

*Garment Workers No. 12, Ladies* (Skirt and Cloak Pressers). Phoenix Hall, 724 Washington St.; Sat.; Maurice Greenwood, R. S., 18 Anderson St.; Hyman Hurwitz, B. A., 751 Washington St.

*Garment Workers No. 24, Ladies* (Skirt and Dressmakers). 724 Washington St.; Mon.; Joel Sayvetz, S. T., 751 Washington St.; Hyman Hurwitz, B. A., 751 Washington St.



Local Trade Unions.

**BOSTON — Con.**

*Garment Workers No. 49, Ladies* (Shirt Waist Makers). American Hall, 724 Washington St.; 2d and 4th Mon.; Miss Judith Friedman, S. T.; Nathan Berman, B. A.; Samuel Jacobson, Mgr.

*Garment Workers No. 56, Ladies* (Cloak Makers). 694 Washington St.; Mon.; Joel Sayvetz, S., 751 Washington St.; Hyman Hurwitz, B. A., 751 Washington St.

*Garment Workers No. 73, Ladies* (Garment Cutters). 724 Washington St.; 2d and 4th Wed.; Joel Sayvetz, S., 751 Washington St.; Hyman Hurwitz, B. A., 751 Washington St.

*Garment Workers No. 1, United* (Coat Makers). Pilgrim Hall, 694 Washington St.; Mon.; Nathan Sidlofsky, S. and B. A., 18 Boylston St.

*Garment Workers No. 98, United* (Cutters and Trimmers). 24 Hayward Pl.; 3d Tues.; Alexander J. Lanergan, F. S., 45 Harvard St., Dor.; Frank Doyle, B. A.

*Garment Workers No. 163, United* (Overall Workers). Harmony Hall, 724 Washington St.; 1st and 3d Wed.; George Richardson, R. S., 338 Malden St., Medford; Martin J. Shannon, Pres. and B. A., 61 Wareham St.

*Gas Fitters, Fixture Fitters and Hangers No. 175*. B. T. C. Hall, 386 Harrison Av.; 1st and 3d Mon.; Benjamin Osgood, R. S., 1510 North Shore Rd., Revere; James J. Logan, B. A., 43 Jackson St., N. Cambridge.

*Gas Inspectors No. 15268*. Deacon Hall, 1651 Washington St.; 1st Thurs.; C. F. Snapp, S., 535 Seventh St., S. B.

*Gas Workers*. (See *Meter Workers No. 14502*.)

*Glaziers*. (See *Painters No. 1044*.)

*Glove Workers No. 25* (Table Cutters). 724 Washington St.; 2d Mon.; Konrad Schreffler, S., 354 E. 8th St., S. B.

*Gold Beaters No. 14937*. Harmony Hall, 724 Washington St.; 3d Fri.; Cecil A. Rose, R. S., 5 Thatcher St., H. P.; John W. Rudin, F. S., 552 Hyde Park Av., Ros.

*Granite Cutters: Boston Branch*. Phoenix Hall, 724 Washington St.; 3d Thurs.; William McCartney, C. S., 53 Gates St., S. B.; Patrick Flaherty, F. S., 14 Allston St., Chsn.

*Hardwood Finishers*. (See *Painters No. 1074*.)

*Harness Makers*. (See *Leather Workers on Horse Goods No. 42*.)

*Hat Trimmers Association*. 694 Washington St.; on call; Miss Kate L. Mullin, R. S., 53 Brookside Av., J. P.; Charles Morris, N. E. Rep., 987 Washington St.

*Hat Workers No. 14996, Ladies Straw*. 24 Hayward Pl.; 1st and 3d Tues.; Martin J. Lee, F. S., 33 Wigglesworth St., Rox.; Charles Morris, N. E. Rep., 987 Washington St.

*Hatters No. 6*. 987 Washington St.; on call; Henry J. Langelier, S., 118 Franklin Av., Wollaston; Charles Morris, B. A., 15 Warrenton St.

*Highway Department Foremen No. 15506*. Quincy House; 1st Mon.; James A. Guthrie, S. T., 638 E. 7th St., S. B.

**BOSTON — Con.**

*Highway Department Workers No. 1*. Ruggles Hall, 5 Ruggles St.; 2d and 4th Fri.; M. F. O'Brien, S. T., 307A Warren St., Rox.

*Highway Division Employees*. (See *Sub-foremen's Association*.)

*Hod Carriers and Building Laborers No. 60* (Marble Setters Helpers). 95 N. Washington St.; 4th Fri.; Ignatius McNulty, S. and B. A., 98 G St., S. B.

*Hod Carriers and Building Laborers No. 64* (Compressed Air and Foundation Workers). 987 Washington St.; 1st and 3d Wed.; Fred Maloney, S. T., 12 Garland St.

*Hod Carriers and Building Laborers No. 154* (Plasterers' Tenders). 184 Dudley St.; 1st and 3d Sun.; William Ganey, F. S., 14 Blue Hill Av.; William Dobbs, B. A.

*Hod Carriers and Building Laborers No. 209* (Italian). 1 Wiget St.; 2d and 4th Sun.; Giacomo Giorlando, F. S.; John Perotti, B. A.

*Hod Carriers and Building Laborers No. 223*. B. T. C. Hall, 386 Harrison Av.; 1st and 3d Sun.; Michael Sullivan, S., 12 Ray St., Rox.; Daniel Sullivan, B. A., 19 Oregon St., Rox.

*Hod Carriers and Building Laborers No. 357*. (See *Mosaic Workers*.)

*Hoisting and Portable Engineers*. (See *Steam Engineers No. 4*.)

*Horse and Cattle Fitters*. (See *Longshoremen No. 937*.)

*Horseshoers No. 5* (Journeyman). 987 Washington St.; 1st and 3d Mon.; John W. McDonald, R. S., 491 Massachusetts Av.

*Hotel and Restaurant Employees No. 34*. 1160 Washington St.; 2d Wed. and 4th Tues.; Christopher Lane, S. T.; John J. Kearney and John C. Lynch, Business Agents.

*Hotel and Restaurant Employees*. (See *Bartenders No. 77*.)

*Hotel and Restaurant Employees No. 112* (Waitresses). 1160 Washington St.; 2d Thurs. and 4th Sun.; Bessie C. Irving, S. and B. A.

*House and Ship Painters*. (See *Painters No. 402*.)

*House Workers*. (See *Day Workers No. 15552, House*.)

*Housesmiths and Bridgemen No. 7, United*. Pythian Hall, 987 Washington St.; Mon.; William J. McDonough and Leonard B. Chadwick, Business Agents.

*Industrial Workers*. (See *Workers International Industrial Union No. 121*.)

*Inside Wiremen*. (See *Electrical Workers No. 103*.)

*Inspectors No. 15833, City*. Rathbone Hall, 694 Washington St.; 3d Sun.; George H. McDonnell, S. T., 27 Mercer St., S. B.

*Insulators and Asbestos Workers No. 6*. Rathbone Hall, 694 Washington St.; 1st and 3d Wed.; Abram Olsen, C. S. and B. A., 32 Glendale St., Everett.

*Iron Molders*. (See *Molders No. 106*.)

*Janitors Association* (Public Schools). Roxbury Hall, 67 Warren St., Rox.; 2d and 4th Sat., except July and Aug.; William M. Kendrick, S. T. and B. A., 9 Elliot St., J. P.

## Local Trade Unions.

## BOSTON — Con.

- Janitors and Choremén No. 14936* (Apartment Houses). 995 Washington St.; 1st and 3d Thurs.; A. Sampson, Treas., 30 Kilsyth Rd., Brookline; William P. O'Donnell, B. A., 111 Spring St., W. Rox.
- Janitors and Watchmen No. 15908, Commercial House.* Blatchford Hall, 987 Washington St.; 1st and 3d Mon.; Almon W. Damon, S., 31 Bowdoin St.; E. F. Bresnahan, B. A.
- Ladies Garment Cutters.* (See *Garment Workers No. 73, Ladies.*)
- Lamplighters No. 11943.* Russell Hall, 1651 Washington St.; 1st Mon.; William P. Carpenter, R.S., 67 Spring Park Av., J. P.
- Lathers No. 72* (Wood, Wire, and Metal). Blatchford Hall, 987 Washington St.; Wed.; Edward N. Kelley, F. S. and B. A., 30 Hanover St.
- Laundry Wagon Drivers.* (See *Teamsters No. 650.*)
- Laundry Workers No. 66.* St. Andrews Hall, 987 Washington St.; 2d and 4th Fri.; Mrs. Mary E. Moran, B. A., 74 Camden St., Rox.
- Leather Handlers.* (See *Boot and Shoe Workers No. 308.*)
- Leather Workers No. 32* (Travelers' Goods). St. Andrews Hall, 987 Washington St.; 2d and 4th Mon.; John Doran, S. T., 1 Grover St., Ros.
- Leather Workers on Horse Goods No. 42.* Unity Hall, 724 Washington St.; 1st and 3d Tues.; John Doran, S. T., 1 Grover St., Ros.
- Letter Carriers: Branch No. 34.* Hotel Brewster, 19 Boylston St.; 2d Fri.; Daniel S. McCarthy, S., 2 Stanton Pl., Rox.
- Linemen.* (See *Electrical Workers No. 104.*)
- Lithographers of America, Amalgamated: Local No. 3.* G. A. R. Hall, Chelsea Sq., Chelsea; 4th Fri.; Sylvester J. Whelan, Pres., 59 Clarke Av., Chelsea.
- Locomotive Engineers: Bay State Division No. 439* (B. & A. R.R.). Odd Fellows Hall, Newtonville; 2d and 4th Sun.; F. W. Jones, S. T., 41 Charles Av., Auburndale; F. W. Bourne, B. A., 22 Empire St., Alls.
- Locomotive Engineers: Boston Division No. 61* (B. & M. R.R.). Puritan Hall, 249 Friend St.; 2d and 4th Sun.; T. H. Vradenburgh, S. T., 221 Boston Av., Medford Hillside.
- Locomotive Engineers: Old Colony Division No. 312* (N. Y., N. H. & H. R.R.). America Hall, 724 Washington St.; 2d and 4th Sun.; C. E. Drew, S. T. and B. A., 49 Central Av., S. Braintree.
- Locomotive Firemen and Enginemen: Boston Lodge No. 57* (N. Y., N. H. & H. R.R.). John Winthrop Hall, 446 Tremont St.; 2d and 4th Sun.; Frank S. Mahler, Local Ch., 3 Montvale St., Ros.
- Locomotive Firemen and Enginemen: Paul Revere Lodge No. 485* (B. & M. R.R. and B., R. B. & L. R.R.). Puritan Hall, 249 Friend St.; 1st Sun. and 3d Thurs.; Joseph C. Robinson, R. S. and B. A., 19 Wesley St., Somerville.

## BOSTON — Con.

- Locomotive Firemen and Enginemen: Pilgrim Lodge No. 719* (B. & A. R.R.). Odd Fellows Hall, Newtonville; 1st and 3d Sun.; H. E. Grant, R. S., 141 Everett St., Alls.; Lee Rogers, B. A., 12 Bigelow St., Br.
- Locomotive Repairers.* (See *Machinists No. 391.*)
- Longshoremen No. 799: Daniel O'Connell Associates* (Charlestown). Roughan Hall, City Sq., Chsn.; 2d and 4th Sun.; Andrew G. Norander, R. S., 255 Highland Av., Somerville.
- Longshoremen No. 800.* 193 Hanover St.; 2d and 4th Sun.; William J. O'Brien, R. S., 843 Summer St., S. B.
- Longshoremen No. 805* (East Boston). G. A. R. Hall, 140 Meridian St., E. B.; 2d and 4th Sun.; Jeremiah J. Brennan, S., 86 Jefferson Av., Everett.
- Longshoremen No. 809* (Dock Freight Handlers). Owls Hall, 70 Main St., Chsn.; 1st and 3d Sun.; James Lacey, R. S., 179 Chelsea St., Chsn.; William F. Dempsey, B. A., 17 Maryland St., Dor.
- Longshoremen No. 822* (East Boston Dock Freight Handlers). Hibernian Hall, 125 Havre St., E. B.; 2d and 4th Sun.; Jeremiah F. Murphy, R. S., 428 Chelsea St., E. B.
- Longshoremen No. 831* (Coal Handlers). Medford Hall, 36 Medford St., Chelsea; 1st Sun.; Julius Troski, S., 40 Medford St., Chelsea; William F. Dempsey, B. A., 17 Maryland St., Dor.
- Longshoremen No. 917* (Coastwise Workers). A. O. H. Hall, Union St.; 1st and 3d Sun.; Charles A. Aizley, F. S., Rm. 1, 3 Long Wharf; James J. Bryan, B. A., 40 Everett St., E. B.
- Longshoremen No. 926.* A. O. H. Hall, Havre St., E. B.; William M. Finlay, Jr., Recorder, 202 Tremont St., Revere; Fred L. Heffron, B. A., 20 Saratoga St., E. B.
- Longshoremen No. 937* (Horse and Cattle Fitters). Sailors' Club, 110 Water St.; 1st and 3d Thurs.; John Creedon, R. and C. S., 42 Pleasant St., Chsn.
- Lumber Teamsters.* (See *Teamsters No. 369.*)
- Machinists No. 264.* Dexter Hall, 987 Washington St.; Thurs.; P. J. Sweeney, C. S.; John J. Connolly, B. A.
- Machinists No. 345* (Hyde Park). Magnolia Hall, Everett Sq., H. P.; 2d and 4th Tues.; Charles Matthews, F. S., 78 Neponset Av., H. P.
- Machinists No. 391* (Locomotive Repairers, N. Y., N. H. & H. R.R.). Central Hall, River St., H. P.; 2d and 4th Fri.; Frank J. Ryan, R. S., 42 Winthrop St., H. P.
- Machinists No. 567: Railroad Lodge* (B. & M. R.R.). Commercial Hall, 694 Washington St.; 2d and 4th Wed.; D. H. Cowell, R. S., 21 Monadnock St., Dor.
- Machinists No. 634: Bunker Hill Lodge* (Navy Yard). Mishawum Hall, 11 City Sq., Chsn.; 1st and 3d Fri.; Charles H. Taylor, R. S., Box 21, Chsn.
- Machinists' Helpers No. 856, Railroad.* Commercial Hall, 694 Washington St.; 1st and 3d Fri.; A. Fairbanks, S. pro tem.; S. S. Gillooly, B. A., 24 High St., Chsn.

Local Trade Unions.

**BOSTON — Con.**

- Machinists' Helpers No. 876* (Navy Yard). Mishawum Hall, 11 City Sq., Chsn.; 1st and 3d Fri.; Ernest A. Folsom, R. S., 82 Winthrop Av., Revere.
- Machinists' Helpers No. 914*, Railroad (N. Y., N. H. & H. R.R., Hyde Park). Pilgrim Hall, 694 Washington St.; 1st and 3d Fri.; Thomas J. Hilland, F. S., 64 Williams St., J. P.
- Mailers No. 1* (Newspaper). 24 Hayward Pl.; 2d Mon.; P. J. Collins, R. S., 12 Edith Av., Everett; W. G. Harbor, Rm. 606, Old South Bldg.
- Maintenance of Way Employees No. 57*: Boston Lodge. Pilgrim Hall, 694 Washington St.; 4th Sat.; J. E. McPhee, S., Newton Center; A. P. Cady, B. A., 7 Avon Pl., Newton.
- Maintenance of Way Employees No. 65*: Signal Lodge (Brighton). Rathbone Hall, 694 Washington St.; 1st Thurs.; P. F. Coleman, S. T., 6 Pearl St., Natick.
- Maintenance of Way Employees No. 82*. 92A Leverett St.; 2d Thurs.; Frank Christie, S., Greenwood.
- Maintenance of Way Employees No. 120* (B. & M. R.R.). 38 Causeway St.; 3d Sun.; T. W. Cassidy, S. T., 119 Park St., Clinton.
- Marble Setters Helpers*. (See *Hod Carriers and Building Laborers No. 60*.)
- Marine Cooks and Stewards Association of the Atlantic and Gulf: Boston Branch*. 6 Long Wharf; Tues.; J. A. Martin, B. A.
- Marine Firemen, Oilers and Water Tenders of the Atlantic and Gulf*. 196 Commercial St.; on call; John Olson, B. A.
- Market and Commission House Teamsters*. (See *Teamsters No. 631*.)
- Mattress Makers No. 132*. Hebrew Trades Hall, 1 Causeway St.; 1st and 3d Tues.; Edwin E. Graves, B. A., 30 Hanover St.
- Mercantile Engineers*. (See *Steam Engineers No. 263*.)
- Metal Polishers, Buffers, and Platers No. 95*. Association Hall, 995 Washington St.; 1st and 3d Tues.; Albert E. Bennett, R. S., 1 Bulfinch St.

**BOSTON — Con.**

- Metal Polishers No. 101* (Brass Bed Workers). 374 Harrison Av.; 1st and 3d Sat.; Jacob Sosankin, S., 72 Allen St.
- Meter Workers No. 14502* (Gas Workers). 24 Hayward Pl.; 4th Fri.; R. J. Flaherty, R. S., 36½ Mercer St., S. B.
- Metropolitan Park Employees No. 100*. Elks Hall, 15 Hayward Pl.; 1st Sun.; Michael J. McCarthy, R. S., 91 Central Av., Medford.
- Metropolitan Water Works Employees No. 8217* (A. F. of L.). 987 Washington St.; 2d Wed.; James Maher, S., 13 Bartlett St., Rox.
- Milk Wagon Drivers*. (See *Teamsters No. 380*.)
- Molders No. 106* (Iron and Steel). 995 Washington St.; Mon.; William John, B. A., 665 Washington St., Rm. 410.
- Molders and Coremakers No. 468* (Brass). Association Hall, 995 Washington St.; 2d and 4th Thurs.; Nicholas J. Horrigan, C. R., 709 E. Seventh St., S. B.; William John, B. A., 665 Washington St., Room 410.
- Mosaic Workers No. 357*. 141 Richmond St.; 2d Mon.; Luigi DePaoli, S., 12 Emmons St., E. B.
- Moving Picture Operators No. 182*. 116 Broadway; 1st and 3d Tues.; John B. Williams, S. and B. Rep.
- Moving Picture Operators' Assembly No. 3030* (K. of L.). Rm. 10, 830 Washington St.; 1st Sun.; Clarence L. Tower, S. and B. A.
- Municipal Employees*. (See under specific designations.)<sup>1</sup>
- Municipal Sewer Inspectors No. 15436*. 24 Hayward Pl.; 3d Thurs.; Erasmus F. Smith, R. S., 485 Poplar St., Ros.
- Musicians Protective Assembly No. 1629* (K. of L.). 228 Tremont St.; 4th Sun.; Thomas H. Canning, Dist. S. T.
- Musicians Protective Association No. 9*. 56 St. Botolph St.; 1st Thurs.; H. P. Liehr, S. T.
- Navy Yard Storemen No. 14460*. Owls Hall, 70 Main St., Chsn.; William F. Ryan, Pres., 72 Wicklow Av., Medford.
- Neckwear Cutters No. 15685, Men's*. U. S. Hotel; 1st Mon.; Arthur L. Ryan, R. S., 10 Prospect St., Lynn.

<sup>1</sup> The several unions of employees in the service of the city of Boston are as follows:

- Bath Department Employees No. 15456.
- Ben Franklin Assembly No. 5463 (Sanitary and Street Cleaning Department Employees).
- Bridge Tenders No. 12333.
- Cemetery Department Employees No. 250.
- Civil Service Civil Engineers No. 15673.
- Federal Labor No. 15906 (Bath, Park and Recreation Departments).
- Ferry Employees No. 625 (Gatemen).
- Fire Fighters No. 19.
- Highway Department Foremen No. 15506.
- Highway Department Workers No. 1.
- Inspectors No. 15833, City.
- Janitors Association (Public Schools).
- Lamplighters No. 11943.

- Municipal Sewer Inspectors No. 15436.
- Park Department Employees No. 12435.
- Park and Recreation Department Employees (Women).
- Park Employees Assembly No. 7675 (K. of L.).
- Pavers Assembly No. 1632 (K. of L.).
- Paving Department Employees Assembly No. 9816 (K. of L.).
- Sub-Foremen's Association (Public Works Department Employees).
- Teamsters No. 58 (Ambulance Drivers and Chauffeurs).
- Teamsters No. 60 (City Chauffeurs).
- Teamsters No. 149 (Sanitary and Street Cleaning Department Drivers and Helpers).

## Local Trade Unions.

## BOSTON — Con.

*Neckwear Workers No. 15200, Men's. Women's Trade Union League Hall, 919 Washington St.; 1st and 3d Tues.; Miss Anna Weinstock, F. S. and B. A.*

*Newspaper Wagon Drivers, Chauffeurs and Helpers. (See Teamsters No. 259.)*

*Newspaper Writers No. 1. Old South Bldg., Rm. 606; 1st Thurs.; John Weaver Sherman, F. S. and B. A., 60 Pemberton Sq.*

*Newsboys Protective No. 9077. 30 Hanover St.; 2d and 4th Sun.; Hyman J. Cohen, R. S., 258 Washington St.*

*Office Building Cleaners No. 14693. Women's Trade Union League Hall; 919 Washington St.; on call; Katherine E. Leary, S. T., 264 Bowen St., S. B.*

*Overall Workers. (See Clothing Workers No. 150, Amalgamated, and Garment Workers No. 163, United.)*

*Painters and Decorators No. 11. Dexter Hall, 987 Washington St.; Tues.; John J. Cashman, R. S., 439 E. Third St., S. B.*

*Painters, Decorators and Paperhangers No. 258. (See Paperhangers No. 258.)*

*Painters No. 338 (Railway Equipment). Harmony Hall, 724 Washington St.; 1st and 3d Wed.; John J. McCarthy, R. S., 15 Lyon St., Dor.*

*Painters No. 391 (Sign Writers). Friendship Hall, 12 Kneeland St.; 2d and 4th Mon.; J. J. Lynch, S. and B. A., 23A Gove St., Medford Hill-side.*

*Painters No. 402, House and Ship (East Boston). Central Hall, 18 Central Sq., E. B.; Mon.; H. C. Fuller, R. S., 27 Brooks St., E. B.*

*Painters, Decorators and Paperhangers No. 655 (Hyde Park). Magnolia Hall, Everett Sq., H. P.; 1st and 3d Fri.; Harry L. Strachan, R. S.; John J. Fitzhenry, B. A., Norwood.*

*Painters No. 704. (See Bevelers and Polishers No. 704, Glass.)*

*Painters No. 939 (Dorchester). Music Hall, 204 Adams St., Dor.; Fri.; James Taylor, R. S., 17 Tucker St., Dor.*

*Painters No. 1044 (Glaziers). Pilgrim Hall, 694 Washington St.; Mon.; John W. Wright, S., 240 Sixth St., S. B.; Joseph E. Farrior, B. A., 12 Kneeland St.*

*Painters No. 1074 (Hard Wood Finishers). 30 Hanover St.; 2d Wed.; H. Norwell, R. S., 106 Porter St., Somerville.*

*Pants Makers. (See Clothing Workers No. 173, Amalgamated.)*

*Paperhangers No. 258. Harmony Hall, 724 Washington St.; Mon.; L. B. Whittier, R. S., 46 Mattapan St., Mat.; James Templeton, B. A., 9 Kennerma Rd., Dor.*

*Park and Recreation Department Employees (Women). Deacon Hall, 1651 Washington St.; 2d Fri.; Miss Nellie Salari, R. S.; 321 W. Fourth St., S. B.*

*Park Department Employees No. 12435. 987 Washington St.; 4th Sun.; Thomas F. Walsh, R. S., 128 Cushing Av., Dor.*

## BOSTON — Con.

*Park Employees Assembly No. 7675 (K. of L.). St. Andrews Hall, 987 Washington St.; Patrick McKenzie, M. W., 918 E. Fourth St., S. B.*

*Pattern Makers Association of Boston and Vicinity. Templar Hall, 724 Washington St.; Tues.; Myron R. Spinney, B. A., 665 Washington St.*

*Passenger Accountants. (See Railway Clerks No. 1.)*

*Pavers No. 1, Independent. Blatchford Hall, 987 Washington St.; 1st and 3d Thurs.; Philip F. McGinn, Pres. and B. A., 20 Adams Pl., Rox.*

*Pavers and Rammermen No. 39. Donato Rufo, S., 10 Hingham St.*

*Paters Assembly No. 1632 (K. of L.). 228 Tremont St.; 1st and 3d Sun.; Thomas H. Canning, Dist. M. W., 228 Tremont St.*

*Paving Cutters No. 169. On call; James Benbow, S., Union Square Hotel, Somerville.*

*Paving Dept. Employees Assembly No. 9816 (K. of L.). Ruggles Hall, cor. Ruggles and Washington Sts.; 2d Wed.; Cornelius J. Donovan, R. S., 34 Francis St., Rox.*

*Photo-Engravers No. 3. Elks Upper Hall, 24 Hayward Pl.; 1st Sun.; John F. Maguire, F. S. and B. A., 461 Medford St., Somerville.*

*Piano and Furniture Movers and Helpers. (See Teamsters No. 343.)*

*Piano and Musical Instrument Workers No. 30. Harrison Hall, 1651 Washington St.; 2d and 4th Tues.; J. J. Gately, 55 E. Concord St.*

*Plasterers No. 10, Operative (Plasterers and Cement Finishers). Paine Memorial Hall, 9 Appleton St.; 1st and 3d Wed.; Robert Johnston, F. S., 6 Downer Ct., Dor.; J. P. Dobbs, B. A., 220 Franklin St., Cambridge.*

*Plasterers Tenders. (See Hod Carriers and Building Laborers No. 154.)*

*Plate Printers. (See Steel and Copper Plate Printers No. 3.)*

*Plumbers No. 12. 987 Washington St.; Mon.; Cornelius D. Driscoll, F. S. T.; William J. Flynn, B. A.*

*Plumbers No. 175. (See Gas Fitters, Fixture Fitters, and Hangers No. 175.)*

*Plumbers No. 537. (See Steam Fitters No. 537.)*

*Portrait Artists. (See Commercial Portrait Artists No. 15296.)*

*Post Office Clerks No. 100. Quincy House; 2d Sun.; Michael E. Sullivan, R. S., 74 Ossipee Rd., W. Somerville.*

*Press Feeders and Helpers. (See Franklin Association No. 18.)*

*Printing Pressmen and Assistants. (See Web Pressmen No. 3.)*

*Printing Pressmen No. 67. 24 Hayward Pl.; 4th Wed.; J. Frank O'Hare, S. and B. A., 28 School St.*

*Public School Janitors Association. (See Janitors Association.)*

*Public Works Department Employees. (See Sub-Foremen's Association.)*

*Railroad Freight Handlers. (See Freight Handlers.)*

*Railroad Machinists. (See Machinists No. 567.)*

Local Trade Unions.

**BOSTON — Con.**

- Railroad Machinists' Helpers.* (See *Machinists' Helpers No. 914.*)
- Railroad Sheet Metal Workers.* (See *Sheet Metal Workers No. 372.*)
- Railroad Signalmen No. 5: Pioneer Lodge* (N. Y., N. H. & H. R.R.). Harmony Hall, 724 Washington St.; 1st and 3d Sat.; A. J. Gaudreau, R. S., 400 Medford St., Somerville.
- Railroad Signalmen* (B. & M. R.R.). Trainmen's Hall, 249 Friend St.; 2d Thurs.; Alfred F. Greenleaf, Gen. S. and B. A., 29 Pearson Av., W. Somerville.
- Railroad Station Agents: Division No. 1* (B. & M. R.R.). Quincy House; 3d Sun.; William F. Fernald, T., 57 Highland Av., Arlington.
- Railroad Station Agents: Consolidated Division No. 2* (N. Y., N. H. & H. R.R.). U. S. Hotel; 3d Sat.; P. H. Phinney, S., Monument Beach; J. H. Weir, T., 24 Chapel St., Canton.
- Railroad Station Agents: Division No. 3* (B. & A. R.R.). U. S. Hotel; 3d Sun.; J. M. Gordon, S., Baldwinville, Mass.; F. W. Anderson, Gen. Ch., Box 50, N. Grafton.
- Railroad Station Employees: Division No. 1* (B. & M. R.R.). Puritan Hall, 249 Friend St.; 4th Thurs.; Michael Regan, R. S., Inward Baggage Room, North Station; P. J. Coyle, B. A., 27 Haymarket Sq.
- Railroad Station Employees No. 36* (N. Y., N. H. & H. R.R.). Homestead Hall, 724 Washington St.; 2d Mon.; John F. Corcoran, S. T., 27 Fayette St.
- Railroad Stationmen* (B. & M. R.R.). Hotel Ketterer, 172 Canal St.; 2d Tues. Dec. and Jan., otherwise on call; James A. Franklin, C. S., 75 Jerome St., W. Medford.
- Railroad Telegraphers: Boston and Maine Division* (B. & M. R.R.). Puritan Hall, 249 Friend St.; 2d Sat.; F. C. McGrath, S. T., 16 Water St., Winchester; J. B. Bode, B. A., care of B. & M. R.R., Chelsea.
- Railroad Telegraphers No. 89* (N. Y., N. H. & H. R.R.). Commercial Hall, 694 Washington St.; 1st Sat.; J. H. McDermott, S. T., 46 Crocker St., Mansfield; Leonard J. Ross, B. A., Providence, R. I.
- Railroad Telegraphers No. 156.* Rathbone Hall, 694 Washington St.; 3d Thurs.; Fred J. Dansereau, S. T., 65 Boylston St., J. P.; Robert H. Buxton, Chief Tel., 8 Dresden St., J. P.
- Railroad Trainmen No. 97: Boston Lodge* (N. Y., N. H. & H. R.R.). Ancient Landmark Hall, 3 Boylston Pl.; 1st and 4th Sun.; Martin V. Brennan, S., 80 Woodlawn St., Forest Hills.
- Railroad Trainmen No. 404: Bunker Hill Lodge* (B. & M. R.R., Freight Service). Memorial Hall, 14 Green St., Chsn.; 1st and 3d Sun.; W. O. Wood, S., 2 Newport Av., Medford; C. J. Coakley, Ch. Grievance Com., 13 Vining Ct., Woburn.
- Railroad Trainmen No. 486: Trimountain Lodge* (B. & A. R.R.). Commercial Hall, 694 Washington St.; 1st Sun. and 3d Fri.; B. J. Quinlan, S., 119 West St., Newton.

**BOSTON — Con.**

- Railroad Trainmen No. 507: City Point Lodge* (N. Y., N. H. & H. R.R., Passenger Service). Bethesda Hall, 409 Broadway, S. B.; 2d and 4th Sun.; Charles B. Berger, S., 399A Broadway, S. B.
- Railroad Trainmen No. 621: Puritan Lodge* (B. & M. R.R. and B., R. B. & L. R.R.). Puritan Hall, 249 Friend St.; 1st Thurs. and 3d Sun.; William P. Tanton, S., 49 Mt. Pleasant St., Woburn.
- Railroad Transfer Messengers and Clerks No. 11639.* 987 Washington St.; 1st Wed.; Ambrose J. Cox, R. S., 339 Dorchester St., S. B.; A. E. McLeod, B. A., Armstrong Transfer Co., North Station.
- Railroad Workers No. 52: Readville Lodge.* By appointment; last Wed.; J. J. Tobin, R. S., 22 Clark St., Norwood.
- Railroad Workers No. 55: Boston Lodge* (Car Cleaners, B. & M. R.R.). 93 Staniford St.; 1st and 3d Fri.; Thomas J. Bruce, F. S., 592 Highland Av., Malden; Thomas H. Condon, B. A., 15 Boardman St., Salem.
- Railroad Workers No. 107: Allston Lodge* (Car Repairers, B. & A. R.R.). By appointment; 2d Thurs.; M. P. Clausen, R. S., 60 Derby St., W. Newton.
- Railroad Workers No. 108: Somerville Lodge* (Car Inspectors, Repairers and Cleaners, B. & M. R.R.). West End Union Hall, 93 Staniford St.; 3d Fri.; Joseph F. Spencer, R. S., 390 Broadway, Everett.
- Railroad Workers No. 184: Plymouth Rock Lodge* (N. Y., N. H. & H. R.R., Hyde Park). Naomi Hall, 724 Washington St.; 2d Thurs.; L. M. Funk, R. S., 1400 River St., H. P.
- Railway Carmen No. 57: Bay View Lodge* (N. Y., N. H. & H. R.R.). Dahlgren Hall, E St., S. B.; 1st Sun. and 3d Wed.; John Lane, R. S., 102 St. Alphonsus St., Rox.
- Railway Carmen No. 102: Bay State Lodge.* Pilgrim Hall, 694 Washington St.; 1st Sun.; H. F. Glover, F. S., Belknap Pl., E. Dedham.
- Railway Carmen No. 449: South Bay Lodge.* Dahlgren Hall, E St., S. B.; 2d Tues.; Richard Moran, F. S., 58 Whitney St., Rox.
- Railway Carmen No. 505: Bunker Hill Lodge.* 38 Causeway St.; 2d and 4th Fri.; William R. Turnbull, R. S., 70 Conwell Av., W. Somerville; M. S. Reardon, B. A., 39 Prospect St., Cambridge.
- Railway Carmen No. 527: Readville Lodge.* 694 Washington St.; 1st Sun.; Fred J. Moore, R. S., Sandy Valley Rd., Dedham.
- Railway Carmen No. 652: Mystic Wharf Lodge.* 38 Causeway St.; Mon.; George McCutcheon, Pres., 37 Clark St., Somerville.
- Railway Clerks No. 1: General Office Association Passenger Accounting Lodge* (B. & M. R.R.) (Independent). 152 Causeway St.; 1st Tues.; George L. Maynard, S.
- Railway Clerks No. 26: Grand Junction Lodge.* Meridian Hall, E. B.; 2d Fri.; D. J. McBride, S., 12 Shelby St., E. B.

## Local Trade Unions.

## BOSTON — Con.

*Railway Clerks No. 71: General Office Lodge* (B. & M. R.R.). Puritan Hall, 249 Friend St.; 3d Tues.; Robert Young, R. S., 152 Causeway St.; F. J. Tague, Gen. Ch., Board of Adjustment, 152 Causeway St.

*Railway Clerks No. 74: North Union Lodge.* Puritan Hall, 249 Friend St.; 2d Tues.; H. J. LaFarve, S., Aberdeen Pl., Somerville.

*Railway Clerks No. 117: Fort Point Lodge* (B. & A. R.R.). 24 Hayward Pl.; 1st Wed.; Thomas F. Lackey, Jr., T., 94 Crescent St., Auburndale.

*Railway Clerks No. 119: Boston Lodge* (B. & M. R.R.). Puritan Hall, 249 Friend St.; 1st Mon.; Edwin J. Keleher, S., 12½ Dana St., Somerville.

*Railway Clerks No. 143: Old Colony Lodge* (N. Y., N. H. & H. R.R.). 24 Hayward Pl.; 2d Sun. and 4th Fri.; F. A. Giles, S., 32 Harwood St., Dor.

*Railway Clerks No. 358: Independence Lodge.* Tonti Hall, cor. E. St. and Broadway, S. B.; 4th Sun.; Daniel Griffin, Ch., 126 Smith St., Rox.

*Railway Clerks No. 456: Beacon Park Lodge.* 24 Hayward Pl.; 2d Thurs.; John F. Ford, S., 4 Faneuil Chambers, Br.

*Railway Conductors No. 122: Boston Division.* John Winthrop Hall, 446 Tremont St.; 3d Sun.; Joseph Moreau, S. T., 47 Clifford St., Readville.

*Railway Conductors No. 157: New England Division.* 24 Hayward Pl.; 4th Sun.; C. W. Merrill, S. T. and B. A., 29 Evergreen St., Rox.

*Railway Conductors No. 413: Bay State Division.* Puritan Hall, 249 Friend St.; 2d Sun.; Charles S. Messer, S. T. and B. A., 10 Abbott St., Medford.

*Railway Equipment Painters.* (See *Painters No. 338*.)  
*Raincoat Makers.* (See *Garment Workers No. 7*.)

*Retail Clerks No. 55.* 30 Hanover St.; 1st Wed.; Isaac L. Wyzanski, C. and F. S., 67 Washington St.

*Retail Clerks No. 539* (Roslindale). Fairview Hall, 43 Poplar St., Ros.; 2d and 4th Tues.; William G. Hay, F. S., 38 Florence St., Ros.; W. L. Kretschmar, B. A., 25 Penfield St., Ros.

*Retail Clerks No. 796* (Dry Goods). Rathbone Hall, 694 Washington St.; 2d and 4th Tues.; Mark F. O'Donoghue, Pres. and B. A., 8 Levant St., Dor.

*Roofers, Composition, Damp and Waterproof Workers No. 20.* B. T. C. Hall, 386 Harrison Av.; 2d and 4th Mon.; Michael J. Concannon, B. A., 298 Silver St., S. B.

*Roundhouse Employees No. 1063* (K. of L.) (B. & M. R.R.). Hibernian Hall, Union St., Chsn.; 2d and 4th Fri.; Chas. W. Quinn, R. S., 237 Washington St., Malden; Michael J. Hallisey, D. M. W., 322 Eastern Av., Malden.

*Rubber Workers No. 15136.* Roxbury Hall, 67 Warren St., Rox.; 3d Sun.; William Hicks, F. S., 35 Alexander St., Dor.; Timothy Cashman, Pres., 2 Linden Av., Rox.

*Sail and Awning Makers No. 14555.* Washington Hall, cor. Blackstone and Hanover Sts.; 1st Mon.; Fred Johnson, Pres., 12 Fairmont St., Cambridge.

## BOSTON — Con.

*Sailors Association, Eastern and Gulf* (Inc.). Union Hall, 1½ Lewis St., Mon.; Percy J. Pryor, S.; Miller Jensen, B. A.

*Sanitary and Street Cleaning Department Drivers and Helpers.* (See *Teamsters No. 149*.)

*Sanitary and Street Cleaning Department Employees.* (See *Ben Franklin Assembly No. 5463*.)

*Sheepskin Coat Makers.* (See *Clothing Workers No. 267*, Amalgamated.)

*Sheet Metal Workers No. 17.* Paine Memorial Hall, 9 Appleton St.; Mon.; John Selfridge, R. S., 11 Vincent St., Cambridge; James T. Moriarty, B. A., 9 Appleton St.

*Sheet Metal Workers.* (See *Coppersmiths No. 93*.)

*Sheet Metal Workers No. 372* (N. Y., N. H. & H. R.R.). 724 Washington St.; 4th Thurs.; Walter W. Blake, F. S., 183 Norwell St., Dor.; James Finnegan, B. A., 31 Thornton St., Rox.

*Sheet Metal Workers No. 472* (Railroad Shopmen) (B. & M. R.R.). Swartz Hall, 15 Leverett St.; 1st and 3d Wed.; A. B. Berthel, Pres., 14 Maple St., Melrose.

*Ship Carpenters.* (See *Carpenters No. 1671*.)

*Ship Painters.* (See *Painters No. 402*.)

*Shipfitters Protective Association No. 3, United.* Quincy House; 1st and 3d Thurs.; James Kelliher, C. S., Bldg. 104, Navy Yard, Chsn.; T. P. Shaw, F. S., 23 High St., Chsn.

*Shirt Waist Makers.* (See *Garment Workers No. 49*, Ladies.)

*Shoe Repairers.* (See *Boot and Shoe Workers No. 380*.)

*Shoe Workers No. 15* (U. S. W.) (Mixed). 52 Meridian St., E. B.; 1st and 3d Thurs.; William H. Watson, B. A.

*Shoe Workers No. 73* (U. S. W.) (Cutters). 52 Meridian St., E. B.; 2d and 4th Thurs.; J. Burke, R. S.; William H. Watson, B. A.

*Shoe Workers of Greater Boston, Allied.* Sumner Hall, 198 Summer St.; 1st and 3d Tues.; Edward Mack, S. T., 27 Putnam Av., Cambridge.

*Shop and Mill Men.* (See *Carpenters No. 1410*.)

*Sign Writers.* (See *Painters No. 391*.)

*Skirt and Cloak Pressers.* (See *Garment Workers No. 12*, Ladies.)

*Skirt Makers.* (See *Garment Workers No. 24*.)

*Sprinkler Fitters No. 669.* Dwight Hall, 514 Tremont St.; Fri.; Edward J. Meehan, B. A., 23 Neptune Rd., E. B.

*Stablemen and Garagemen.* (See *Teamsters No. 367*.)

*Stair Builders.* (See *Carpenters No. 1573*.)

*Stationary Firemen No. 3.* 1021 Washington St.; 2d and 4th Wed.; P. J. Lawless, R. S.; John F. McNamara, B. A.

*Steam Engineers No. 4* (Hoisting and Portable). 386 Harrison Av.; Tues.; Albert E. Pike, S. and B. A.

*Steam Engineers No. 4A* (Cargo Hoisters and Operators). Central Park Hall, E. B.; 2d and 4th Wed.; T. McIntyre, Pres., 1 Washington Terrace, Chsn.

*Steam Engineers No. 16.* America Hall, 724 Washington St.; Fri.; Michael Ranne, S.; J. Perry, B. A.

Local Trade Unions.

**BOSTON — Con.**

- Steam Engineers No. 74* (Coal Hoisting). Engineers Hall, 995 Washington St.; 1st and 3d Fri.; J. W. Kelley, R. S.; Michael D. McGrath, T., 144A Broadway, S. B.
- Steam Engineers No. 263* (Mercantile, Down Town). 694 Washington St.; Thurs.; Herman M. Comerford, R. S. and B. A., 696 Washington St.
- Steamfitters No. 537* (Steam and Sprinkler Fitters). B. T. C. Hall, 386 Harrison Av.; Mon.; A. E. Chandler, S. T., 16 Russell St., Cambridge; Joseph P. Glavin, B. A., 25 Fayette St., Cambridge.
- Steamfitters' Helpers No. 635*. B. T. C. Hall, 386 Harrison Av.; Tues.; Edward J. Cleary, B. A.
- Steam Shovel and Dredgemen No. 60*. 694 Washington St., Fri.; Martin J. Hanley, S. T.
- Steel and Copper Plate Printers No. 3*. Blatchford Hall, 987 Washington St.; 2d Mon.; Walter A. Burke, R. S., 162 Eustis St., Rox.
- Stenographers, Bookkeepers, Accountants, and Office Employees No. 14965*. Womens Trade Union League Hall, 919 Washington St.; 2d and 4th Tues.; Miss B. C. Taylor, F. S., 37 Ellingwood St., Rox.
- Stenotypers No. 2*. 24 Hayward Pl.; 2d Wed.; A. R. McKenne, R. and C. S., 44 Morris St., Everett.
- Stone Cutters Association, Journeymen*. B. T. C. Hall, 386 Harrison Av.; 2d and 4th Fri.; Jeremiah Connolly, R. S., 11 Rollins St., Rox.; John F. Stevens, B. A., 12 Ambrose St.
- Stone Masons and Setters No. 9*. B. T. C. Hall, 386 Harrison Av.; Wed.; James M. Ryan, C. S., 989 Parker St., Rox.; Patrick J. Walsh, B. A.
- Store Supply Handlers No. 15324*. Cor. Thatcher and N. Washington Sts.; 2d Mon.; J. N. O'Keefe, T., 17 Union St., Chsn.
- Straw Hat and Millinery Workers No. 49, United*. 724 Washington St.; 2d and 4th Thurs.; Israel Levy, S., 124 Greenwood St., Dor.
- Straw Hat Workers*. (See *Hat Workers No. 14996, Ladies' Straw*.)
- Street and Electric Railway Employees No. 589*. Fay Hall, 1140 Washington St.; 2d and 4th Thurs.; John W. Hurley, S.; William J. Timmins, B. A.
- Sub-Foremen's Association* (Highway Division of the Public Works Department). 995 Washington St.; 1st Mon.; Dennis V. Driscoll, S., 7 Florence St.
- Surgical Knitters No. 1077*. Fred W. Toone, Jr., S., 6 Arthur St., W. Lynn.
- Tailors No. 12* (Journeymen). Carpenters Hall, 30 Hanover St.; 1st Wed.; Swen Swenson, F. S. T., 2 Williams Pl., Medford; Frank Deluca, B. A., 28 Wedgwood St., Everett.
- Teamsters and Chauffeurs No. 25* (General). Washington Hall, 995 Washington St.; 2d Sun., April to Oct.; 2d and 4th Sun., Oct. to Apr.; Joseph J. Hunt, S. T. and B. A., and Michael J. O'Donnell, B. A., 81 Canal St., Rm. 217.
- Teamsters No. 58* (Ambulance Drivers and Chauffeurs). 754 Albany St.; 1st Sun.; Thomas Clark, S. T., Relief Station.

**BOSTON — Con.**

- Teamsters No. 60* (City Chauffeurs). On call; Thomas Murphy, S. T., 71 Hancock St., Dor.; Timothy Kelleher, B. A., 306 Fourth St., S. B.
- Teamsters No. 68* (Coal Teamsters and Helpers). Machinists Hall, 987 Washington St.; 2d and 4th Sun.; John J. Fenton, S. T. and B. A., 526 Tremont St.
- Teamsters No. 126* (Carriage Drivers and Chauffeurs). Phoenix Hall, 724 Washington St.; 2d Wed.; William L. Murphy, B. A., 987 Washington St.
- Teamsters No. 149* (Sanitary and Street Cleaning Department Drivers and Helpers). Dexter Hall, 987 Washington St.; 2d and 4th Sun.; James Reidy, R. S., 23 Palmer St., Rox.
- Teamsters No. 259* (Newspaper Wagon Drivers, Chauffeurs, and Helpers). Phoenix Hall, 724 Washington St.; 2d and 4th Thurs.; Charles J. Mayer, R. S., 64 Hillside St., Rox.
- Teamsters No. 343* (Piano and Furniture Movers and Helpers). Ruggles Hall, 5 Ruggles St.; 2d and last Thurs.; James F. Bowen, R. S., 46 Yeoman St., Rox.
- Teamsters No. 367* (Stablemen and Garagemen). Teamsters Hall, 995 Washington St.; 1st Wed. and 3d Sun.; Michael Fadden, S. and B. A., 20 Atlantic St., S. B.
- Teamsters No. 369* (Lumber Teamsters, Handlers, and Tallymen). Blatchford Hall, 987 Washington St.; 1st and 3d Sun.; F. G. Crombie, S. T., 141 Hawthorne St., Chelsea.
- Teamsters No. 379* (Excavators, Sand, Brick, Stone, Lime, and Cement Teamsters). Machinists Hall, 987 Washington St.; 1st and 3d Sun.; Harry B. Jennings, S. T. and B. A.
- Teamsters No. 380* (Milk Wagon Drivers). Machinists Hall, 987 Washington St.; 1st and 3d Thurs.; James L. Aikins, S. T. and B. A., 33 Jacques St., Somerville.
- Teamsters No. 394* (Department Store Drivers, Chauffeurs, and Helpers). Machinists Hall, 987 Washington St.; 2d and 4th Sun.; James Garrity, S. T., 12 Maryland St., Dor.
- Teamsters No. 612* (Transfer Drivers and Helpers). Blatchford Hall, 987 Washington St.; 2d Thurs.; John F. Jennings, Pres. and B. A., 23 Magazine St., Rox.
- Teamsters No. 631* (Market and Commission House). Hibernian Hall, Union St., Chsn.; 1st Fri.; Eugene S. Mehagan, S. T. and B. A., 39 Essex St., Chsn.
- Teamsters No. 650* (Laundry Wagon Drivers). Cyress Hall, 24 Warren St., Rox.; 1st and 3d Mon.; Patrick J. Manning, S. T., 111 Draper St., Dor.
- Telegraphers, Commercial*. (See *Commercial Telegraphers No. 4*.)
- Telephone Installers*. (See *Electrical Workers No. 142*.)
- Telephone Operators*. (See *Electrical Workers No. 1A*.)
- Terrazzo Workers*. (See *Mosaic Workers No. 359*.)
- Theatrical Stage Clearers No. 393*. 119 Pleasant St.; 2d Sun.; James H. Fairclough, B. A.

## Local Trade Unions.

## BOSTON — Con.

*Theatrical Stage Employees No. 11.* Pilgrim Hall, 695 Washington St.; 4th Sun.; Fred J. Dempsey, B. A., 240 Tremont St.

*Theatrical Stage Employees.* (See *Moving Picture Operators No. 182.*)

*Tile Layers No. 22.* Homestead Hall, 724 Washington St.; 1st and 3d Tues.; David J. McCarthy, B. A., 30 Gordon St., Malden.

*Tile Layers' Helpers No. 36.* Homestead Hall, 724 Washington St.; 1st and 3d Mon.; Joseph W. Connolly, R. S., 42 Russell Rd., W. Som.

*Tobacco Strippers.* (See *Cigar Factory Tobacco Strippers No. 8156.*)

*Transfer Drivers and Helpers.* (See *Teamsters No. 612.*)

*Transfer Messengers and Clerks.* (See *Railroad Transfer Messengers and Clerks No. 11639.*)

*Typographical No. 13.* Faneuil Hall; 4th Sun.; John O. Battis, S. and B. A., 321 Old South Bldg.

*Upholsterers No. 37* (Wholesale). United Hebrew Trades Hall, 30 Hanover St.; 1st and 3d Thurs.; Edwin E. Graves, B. A.

*Upholsterers No. 53.* Carpenters Hall, 30 Hanover St.; 2d and 4th Thurs.; E. E. Graves, B. A.

*Upholsterers No. 109* (Carpet Mechanics). Carpenters Hall, 30 Hanover St.; 1st and 3d Wed.; Edwin E. Graves, B. A.

*Upholsterers and Trimmers.* (See *Mattress Makers No. 132.*)

*Vest Makers.* (See *Clothing Workers No. 172, Amalgamated.*)

*Waist Makers, Ladies.* (See *Garment Workers No. 49, Ladies.*)

*Water Inspectors No. 15663.* 541 Tremont St.; 1st Mon.; John F. McKeon, S. T., 101 Charles St.; Stephen J. Mills, R. S., 16 Vinson St., Dor.

*Waterproof Garment Workers.* (See *Garment Workers No. 7.*)

*Web Pressmen No. 3.* 9 Appleton St.; 3d Tues.; Patrick C. Tracy, R. and F. S., Boston American Press Rooms, Summer St.

*Wharf and Bridge Carpenters.* (See *Carpenters No. 1393.*)

*Wholesale Hardwood Finishers.* 1 Causeway St.; 2d and 4th Wed.; Carl Appel, Ch., 54 Sammett St., Malden; E. E. Graves, B. A., 30 Hanover St.

*Willow, Reed, and Rattan Workers No. 14565.* 93 Hanover St.; last Mon.; Boleslaw Wojcik, R. S., 56 Reed St., N. Cambridge.

*Window Cleaners No. 15774.* 80 Revere St.; 2d and 4th Thurs.; John Zack, S., 60 Leverett St.

*Wine Clerks No. 853* (Wholesale and Retail). 987 Washington St.; 2d and 4th Sun.; Patrick J. Barry, R. S., 38 Ottawa St., Rox.; Patrick F. Hastings, B. A., 28 Common St.

*Wood Carvers Association.* Templar Hall, 724 Washington St.; 1st and 3d Fri.; Henry C. Bamberg, S., 17 Buttonwood St., Dor.

*Workers International Industrial Union No. 121.* Socialist Hall, 63 Shawmut Av.; 2d and 4th Tues.; J. Procum, F. S., 20 Marbury St., J. P.

## Braintree.

*Boot and Shoe Workers No. 143* (Mixed) (South Braintree). B. & S. W. Hall, Railroad Av.; 1st and 3d Tues.; Con. Connell, S. and B. A., Hampton House Bldg., S. Braintree.

*Carpenters No. 1550* (South Braintree). Johnson Hall, Holbrook Av.; 2d and 4th Fri.; George W. H. Webber, R. S., Holbrook, Mass.; L. W. Beedle, B. A., 56 Hobart Av., E. Braintree.

## Bridgewater.

*Boot and Shoe Workers No. 357.* Elwell Bldg., Central Sq.; Thurs.; James Murphy, F. S., Box 142; Royal F. Dano, B. A., Box 142.

*Carpenters No. 1046.* Bowman Bldg., Central Sq.; Tues.; William H. Swift, R. S. and B. A., 246 Pleasant St.

*Letter Carriers: Branch No. 1519.* By appointment; Mar., June, Sept. and Dec.; Benjamin F. Taylor, S.

## BROCKTON.

*Auto Bus Drivers No. 554.* K. of C. Hall, 185 Main St.; Tues.; George W. Desmarteau, S. T., 179½ Crescent St.

*Bakers and Confectioners No. 180.* Schacters Hall, cor. School and Crescent Sts.; 2d and 4th Sat.; Martin Holmes, S. and B. A., 23 Erie Av.

*Bakery Wagon Drivers No. 57.* Culinary Alliance Hall, 40 Centre St.; 2d Tues.; Daniel H. Phillips, R. S., 62 Crescent St.

*Barbers No. 238.* Grant Hall, 28 Main St.; 4th Tues.; P. J. Sheehan, C. S. and B. A., 539 Main St.

*Boot and Shoe Workers No. 38* (Mixed) (B. & S. W.). Bryant Hall, 68 Main St.; 2d and 4th Wed.; Eugene J. Sweeney, F. S.; Daniel Harrington, B. A.

*Boot and Shoe Workers No. 393* (Shoe Repairers) (B. & S. W.). 9 Montello St.; 1st and 3d Mon.; Ang. Hopkins, S. T., 1st Parish Bldg.; Harry A. Tyler, B. A., 257 Main St.

*Bricklayers and Plasterers No. 5.* Mason's Hall, 86 Main St.; Thurs.; Daniel P. Ganley, C. S., 16 Day Av.

*Building Laborers Union No. 13.* 1st and 3d Fri.; Thomas Plunkett, F. S., 90 Ellis St.

*Carpenters No. 624.* Lincoln Hall, 28 Main St.; Mon.; Water Pratt, S. and B. A.

*Clothing and Shoe Clerks No. 504.* Culinary Alliance Hall, 40 Centre St.; 2d and 4th Wed.; George L. Carr, S. T. and B. A., 85 Grafton St.

*Culinary Alliance No. 161.* (See *Hotel and Restaurant Employees No. 161.*)

*Cutters No. 35* (B. & S. W.). 57 Centre St.; 1st and 3d Thurs.; Charles A. Kelley, F. S. and B. A., 30 Ward St.

*Cutting Die and Cutter Makers No. 307.* I. N. F. Hall, 29 Ward St.; 2d Fri.; Karl G. Kleinschmidt, Pres., 22 Glenwood St.

*Dressers and Packers No. 365* (B. & S. W.). Grant Hall, 28 Main St.; 2d Mon.; Dennis E. McCarthy, F. S. and B. A., 21 Parish Bldg.



Local Trade Unions.

**BROCKTON — Con.**

- Dry Goods Clerks No. 605.* 56 Centre St., Rm. 7; 1st and 3d Tues.; Justin Kelleher, S. T., 19 Newton St.
- Edgemakers No. 118* (B. & S. W.). Lincoln Hall, 28 Main St.; 1st and 3d Thurs.; Joseph D. Poiras, B. A.
- Elastic Goring Weavers.* Co-operative Hall, 426 N. Warren Av.; 2d Tues.; Joseph Hurley, S., 19 W. Ashland St.
- Electrical Workers No. 223.* B. T. C. Hall, 126 Main St.; Wed.; Arthur B. Spencer, T., W. Bridgewater.
- Finishers No. 37* (B. & S. W.). 1st Parish Bldg., 23 Main St.; 1st and 3d Mon.; Frank Moriarty, F. S. and B. A., 22 Parish Bldg.
- Grocery and Provision Clerks No. 358.* Hotel Belmont, 257 Main St.; 1st and 3d Wed.; Albert M. Keyes, B. A.
- Heelers, Sluggers, Breasters and Shavers No. 370* (B. & S. W.). Heelers Hall, 93½ Montello St.; 2d and 4th Mon.; Fred W. Farrell, F. S. and B. A.
- Horseshoers No. 87* (Journeyman). Mason Blk., 40 Centre St.; 1st Wed.; Denis J. O'Shea, R. S., 87 Florence St.
- Hotel and Restaurant Employees No. 161.* Culinary Alliance Hall, 40 Centre St.; 1st and 3d Tues.; John Brady, F. S.; Herbert McGlone, B. A.
- Laborers Union.* I. N. F. Hall, 29 Ward St.; 1st and 3d Thurs.; Frederick Naves, F. S. T.; 1 Annis Ct.
- Lasters No. 100* (B. & S. W.). Eagle Hall, 57 Centre St.; Fri.; Frank Simpson, S. T., 155 Main St.; Joseph E. Laconture, B. A., 155 Main St.
- Lathers No. 123.* B. T. C. Hall, Washburn Blk., 126 Main St.; 1st and 3d Mon.; John W. Ultcht, S., 66 Richmond St.
- Laundry Wagon Drivers No. 272.* Culinary Alliance Hall, 40 Centre St.; 3d Wed.; Alden E. Gardner, S. T., 35 Brunswick St.
- Laundry Workers No. 64.* Mason's Blk., 40 Centre St.; 2d and 4th Fri.; Mrs. Lillian Weidhorn, S. T., 26 David St.
- Letter Carriers: Branch No. 156.* Hotel Belmont, Main St.; 2d Wed.; Chester C. Gilbert, S., 79 Prospect St.
- Machinists No. 176.* 126 Main St., Rm. 26; 3d Tues.; E. E. Libby, R. S., 34 Belmont St., Whitman.
- Moving Picture Operators No. 437.* Sawtucket Blk., West Elm St.; 1st Sun.; John Creed, C. S., Perkins St.; Frank Motta, B. A., Warren Av.
- Musicians Protective No. 138.* Rm. 1, 6 Main St.; 1st Sun.; Walter M. Steele, R. and F. S., 24 Parish Bldg.
- Painters, Decorators and Paperhangers No. 296.* Rm. 1, 26 Center St.; Mon.; Frank L. Daniels, R. S., 69 Lauriston St.
- Plumbers No. 276.* Clark Blk., Main St.; Mon.; John J. Callahan, R. S., 11 Snell Pl.
- Printing Pressmen No. 102.* Rm. 26, City Theatre Bldg.; 2d Tues.; Richard A. Gould, S. T., 96 Moraine St.

**BROCKTON — Con.**

- Roofers Protective Nos. 24 and 28.* Rm. 26, Washburn Blk., 126 Main St.; 2d and 4th Thurs.; Frank Clifford, S., 335 Court St.
- Sheet Metal Workers No. 248.* Washburn Block, 126 Main St.; Tues.; A. L. Doten, Jr., F. S., 216 N. Pearl St.
- Shoe Repairers.* (See *Boot and Shoe Workers No. 393.*)
- Skivers No. 406* (B. & S. W.). Moose Hall, 257 Main St.; 1st Mon.; Harry A. Tyler, B. A.
- Sole Leather Workers No. 74* (B. & S. W.). 68 Main St.; 2d and 4th Tues.; Michael J. Cohan, B. A.
- Solefasteners and Roughrounders No. 111* (B. & S. W.). 1st Parish Bldg., 23 Main St.; 2d and 4th Mon.; Emmet T. Walls, B. A., P. O. Box 409.
- Stationary Firemen No. 47.* I. N. F. Hall, 29 Ward St.; 1st Sun. and 3d Fri.; T. F. Heffernan, S. T., 832 S. Main St.
- Steam and Gasfitters No. 316.* B. T. C. Hall, 126 Main St.; 2d and 4th Mon.; Albert R. Gardner, F. S., 142 Foster St.
- Steam Engineers No. 501.* N. A. S. E. Hall, 47 Centre St.; Fri.; Roderick Donnell, R. S., 12 Gladstone St.
- Stitchers No. 154* (B. & S. W.). Parish Bldg., 23 Main St.; James Duffy, B. A.
- Stone Masons No. 14.* Clark's Blk., Main St.; 1st and 3d Sat.; William Hayes, R. S., 129 Summer St., Stoughton.
- Street and Electric Railway Employees No. 235.* Foresters Hall, 54 Main St.; 3d Mon.; A. L. Mather, R. S., 159 Clifton Av.
- Tailors No. 105.* Satucket Blk., W. Elm St.; 1st Mon.; Peter Nesbitt, S., 23 Centre St.
- Teamsters No. 193.* Moose Hall, Main St.; 1st and 3d Tues.; Joseph J. Dobby, F. S., 22 Kingman Av.; Joseph L. Williams, B. A., 609 Warren Av.
- Telephone Operators No. 27A.* Grant Hall, 28 Main St.; 1st and 3d Mon.; Ruth Brown, R. S., 30 Newton St.
- Theatrical Stage Employees No. 149.* Satucket Blk., W. Elm St.; 3d Tues.; Burt Campion, Box 390; George La Forme, B. A., Rialto Theatre Bldg.
- Treers No. 36* (B. & S. W.). Rm. 303, Satucket Blk.; 1st and 3d Fri.; T. P. McSweeney, B. A.
- Typographical No. 224.* Garde d'Honneur Hall, 13 N. Main St.; 4th Tues.; John A. Hancock, S. T., 1133 N. Main St., Montello.
- Vampers No. 256* (B. & S. W.). 24 Parish Bldg.; 2d Mon.; Walter M. Steele, F. S. and B. A.

**Brookfield.**

- Street and Electric Railway Employees No. 652.* Red Men's Hall, East Brookfield; Leslie H. Wright, F. S., Box 246.

**Brookline.**

- Carpenters No. 438.* Goddard Hall, 178 Washington St.; Mon.; C. Watson, S.; James M. Gould, B. A.

## Local Trade Unions.

## Brookline — Con.

*Painters, Decorators and Paperhangers No. 709.* Goddard Hall, 178 Washington St.; Wed.; James McKinnon, F. S., 8 Cotton St., Roslindale; J. A. Boudrot and J. F. Welch, Bus. Agts., 12 Kneeland St., Boston.

## CAMBRIDGE.

*Boiler Makers: University City Lodge No. 515.* (See BOSTON.)

*Bookbinders No. 204.* Cambridge Lower Hall, 631 Massachusetts Av.; 4th Thurs.; Daniel A. Mullen, R. S., 67 Beacon St., Somerville; Henry W. Gay, B. A., 1083 Dorchester Av., Dorchester.

*Bricklayers, Masons, and Plasterers No. 34.* Donney Hall, cor. Windsor and Cambridge Sts.; 2d Tues.; John J. Leahy, C. S., 5 Palermo St.

*Building Laborers No. 295.* Chase Hall, 40 Prospect St.; 1st Sun.; Michael J. Donohue, F. S., 146 Hamilton St.

*Carpenters No. 441.* Cambridge Lower Hall, 631 Massachusetts Av.; Wed.; J. L. McIsaac, R. S., 1 Park Pl., Somerville; Patrick J. Slowe, B. A., 17 Healy St.

*Carpenters No. 1653* (North Cambridge). Odd Fellows Hall, 2076 Massachusetts Av., N. Cambridge; Tues.; Moses Brouard, R. S., 152 Pemberton St.; Patrick J. Slowe, B. A., 17 Healy St.

*City Employecs No. 8279.* Cambridge Lower Hall, 631 Massachusetts Av.; 1st and 3d Mon.; Michael D. Collins, Pres., 235 Upland Rd.

*City Firemen No. 15524.* Central Bldg.; 1st Fri.; J. A. S. Drinkwater, S., 1 Coolidge Pl.; E. Looney, B. A., 15 Marney St.

*Hod Carriers No. 151.* 30 Hanover St., Boston; 1st and 3d Mon.; Francesco Facciola, B. A., 176 North St., Boston.

*Machinists No. 150.* (See WATERTOWN.)

*Meat Cutters and Butcher Workmen No. 162* (Sausage Makers). Carpenters Hall, 30 Hanover St., Boston; 1st Tues.; Thomas Simeone, F. S., 70 Gore St.

*Meat Cutters and Butcher Workmen No. 383* (Packing House Employees). Liberty Hall, Union Sq., Somerville; 1st Sun.; William J. Curry, R. S., Harvard Naval School.

*Painters No. 557.* Essex Hall, Prospect St.; 2d and 4th Wed.; Francis H. Wright, R. S., 46 Eustis St.

*Plasterers No. 275.* (See SOMERVILLE.)

*Railway Clerks: University City Lodge No. 452.* Malta Hall; 3d Wed.; Thomas J. Mullen, S., 81 Antrim St.

*Sewer Workers No. 225.* Main St., near Lafayette Sq.; 2d Fri.; Joseph Sanders, C. S., 43 School St.

## Canton.

*Carpenters No. 1754.* Carpenters Hall, Washington St.; Fri.; Harry S. Graham, R. S., 124 Walpole St.

*Letter Carriers: Branch No. 1520.* Herbert B. Estey, S., Sherman Av.

## Chatham.

*Carpenters No. 1641.* D. S. Bassett, S.

## Chelmsford.

*Granite Cutters* (West Chelmsford). Historical Hall, W. Chelmsford; 1st Thurs. after 15th; William R. Hunter, C. S. and B. A., 615 Princeton St., Lowell.

*Paving Cutters No. 20* (West Chelmsford). Winship's Hall, Church St.; 2d Mon.; Joe Peters, S., West Chelmsford.

## CHELSEA.

*Carpenters No. 443.* Central Hall, 220 Broadway; Mon.; Artemas E. Prowse, S., 12 Cheever St.

*Carpenters No. 937* (Hebrew). Park Hall, 108 Park St.; Tues.; Harry Kalmanovitz, F. S., 111 Essex St.

*City Employees No. 33.* Park Hall, 108 Park St.; 2d Mon.; John Callahan, S., 48 Shawmut St.

*Iron Molders No. 129.* Union Hall, 220 Broadway; 4th Fri.; Benjamin F. Butler, C. R., 48 Bartley St., Wakefield; William John, B. A., 665 Washington St., Boston.

*Painters, Decorators, and Paperhangers No. 623.* Park Hall, 108 Park St.; 1st and 3d Wed.; Louis Katz, F. S., 69 Walnut St.

*Retail Clerks No. 88.* Union Hall, 220 Broadway; 1st Tues.; James H. Hearan, Pres., 79 Tudor St.

*Rag Pickers and Sorters Union* (Ind.). 19 Everett Av.; Sat.; Davis Goldstein, B. A., 95a Bellingham St.

*Shoe Workers No. 15* (Mixed) (U. S. W.). (See BOSTON.)

*Shoe Workers No. 99* (U. S. W.) (Mixed). 276 Broadway; Thurs.; H. L. Friedstrom, F. S. and B. A.

*Shoe Workers No. 105* (U. S. W.) (Mixed). 276 Broadway; Tues.; William J. Carroll, S., 120 Union St.

*Street and Electric Railway Employees No. 240.* K. of C. Hall, 220 Broadway; 2d and 4th Tues.; Joseph J. Walsh, R. S., 50 Fernwood Av., Revere; James M. O'Brien, B. A., 117 Mountain Av., Revere.

## Chester.

*Granite Cutters: Chester Branch.* Socialist Hall, Chester Sq.; 3d Mon.; Jirardo Di Bona, S., Box 57.

*Quarry Workers No. 48.* At the quarry; 3d Thurs.; William A. Mitchell, S. T.

## CHICOPEE.

*Barbers No. 199.* C. L. U. Hall, Exchange St.; 1st Tues.; Edward S. Dupuis, S., 16 Harvard St., Chicopee Falls.

*Bartenders No. 116.* A. O. H. Hall, 208 Exchange St.; 2d and 4th Sun., 2d Sun. June, July, and Aug.; A. A. Huot, S., 137 Belcher St., Chicopee Falls.

*Bottlers and Drivers No. 53.* Polish Nat'l Home, 140 Cabot St.; 2d Mon.; Patrick Crowley, R. S., 249 Centre St.; Hugh A. Bowen, B. A., 124 Green St., Springfield.

Local Trade Unions.

**CHICOPEE** — Con.

- Carpenters No. 685.* Canadian Hall, 35½ Centre St.; Wed.; Edmond A. Page, R. S., Box 29; Thomas McCarroll, B. A., 21 Sanford St., Springfield.
- Culinary Alliance No. 291.* A. O. H. Hall, 208 Exchange St.; 1st and 3d Thurs.; William W. McGowan, F. S., 246 Exchange St.
- Iron Molders No. 117.* Red Men's Hall, Main St.; 1st and 3d Fri.; James A. Hopkins, C. R., 161 Montgomery St.; James A. Loveday, B. A., P. O. Box 180, Hartford, Conn.
- Letter Carriers: Branch No. 641* (Chicopee Falls). By appointment; A. L. Martin, S., Chicopee Falls.
- Letter Carriers: Branch No. 757.* Living Room, P. O.; 1st Mon.; Albert I. Harrison, S., 30 Grant St.
- Loomfixers No. 89.* A. O. H. Hall, 208 Exchange St.; 2d and 4th Fri.; Joseph Mongeau, R. S., 64 Front St.
- Loomfixers No. 99.* St. Michael Hall, 84 Market St.; last Fri.; Willie Cyr, R. S., 18 Main St., Chicopee Falls.
- Loomfixers No. 824* (U. T. W.). Pulaski Assn. Hall, 61 Cabot St.; 1st and 3d Fri.; John Kzeiol, F. S., Saratoga Av.
- Machinists No. 743* (Chicopee Falls). Machinists Hall, 257 Main St., Springfield; 2d and 4th Sun.; William J. Murphy, S. T. and B. A., 257 Main St., Springfield.
- Painters, Decorators, and Paperhangers No. 299.* C. L. U. Hall, Exchange St.; Wed.; R. J. Paquette, R. S., 30 Perkins St.
- Stationary Firemen No. 325.* A. O. H. Hall, 208 Exchange St.; 2d and 4th Tues.; William McPherson, C. S., 5 Emery St.
- Weavers No. 751* (Cotton Mill). Polish National Home, 140 Cabot St.; 1st Tues.; Michael F. Tryba, F. S. and B. A., Box 38.

**Clinton.**

- Barbers No. 652.* 168 Church St.; last Tues.; Harry O. Winn, C. and F. S., 27 Laurel St.
- Bartenders No. 272.* Hotel Oxford, 116 High St.; 1st and 3d Sun.; Patrick Hester, 358 Main St.
- Bricklayers, Masons, and Plasterers No. 23.* Carpenters Hall, 36 High St.; Mon.; John O'Connell, Pres., Pearl St.; Edward Call, B. A., Winter St.
- Carpenters No. 858.* Carpenters Hall, 36 High St.; Thurs.; Lewis K. Foster, R. S., 18 Marshall St.; Oliver Jonah, B. A., 62 Madison St., Worcester.
- Letter Carriers: Branch No. 199.* Carpenters Hall, 36 High St.; 1st Tues.; John E. O'Malley, S., 23 Auburn St.
- Loomfixers No. 81* (Cotton). Foresters Hall, High St.; 2d Tues.; Thomas M. Ward, R. S., 184 John St.
- Painters, Decorators, and Paperhangers No. 414.* 6 Murphy's Bldg., High St.; 2d and 4th Tues.; Francis A. Stewart, R. S., 109 Sterling St.

**Concord.**

- Carpenters No. 1593.* Urquhart Hall, Main St.; Wed.; H. L. Nashe, F. S., 5 Bedford St.
- Letter Carriers: Branch No. 1143* (Concord Junction). John E. Reilly, S.

**Concord** — Con.

- Letter Carriers: Branch No. 1187.* Post Office; William H. Dee, S., 60 Bedford St.
- Painters, Decorators, and Paperhangers No. 239.* Carpenters Hall, Main St.; 1st and 3d Mon.; James J. Mara, S. and B. A., 34 Bedford St.
- Telephone Operators No. 12A.* Union Hall, Main St.; 2d Mon.; Mary J. Bulger, F. S. T.; Margaret Mansfield, B. A., Bedford St.

**Dalton.**

- Painters, Decorators, and Paperhangers No. 1025.* Cor. Oak St. and Warren Av.; 2d and 4th Wed.; Fred F. Cary, R. S., Box 494.

**Danvers.**

- Boot and Shoe Workers No. 79* (Mixed). Foresters Hall, Maple St.; 2d and 4th Tues.; James H. Murphy, S. T. and B. A., 143 Maple St.
- Carpenters No. 1144.* Carroll's Hall, Maple St.; Fri.; P. S. Hooper, R. S., 116 Locust St.
- Letter Carriers: Branch No. 773.* John W. Kirby, S.

**Dedham.**

- Carpenters No. 892.* Tapley Hall, High St., East Dedham; Mon.; Reuben Carleton, R. S., 409 High St.
- Folders Protective Association No. 885* (E. Dedham). Imperial Club Room, Boyden Sq., E. Dedham; 1st Tues.; Frank J. Barrett, R. S., 33 High St., E. Dedham; Thomas F. McMahon, B. A., 72 Atwells Av., Providence, R. I.
- Letter Carriers: Branch No. 764.* By appointment; Daniel J. Murray, S., 52 Barrows St.
- Stonemasons No. 42.* Hibernian Hall, High St.; 1st and 3d Mon.; Raymond F. Monahan, C. S., 96 Chapel St., Norwood; William McPharland, B. A., Nichols St., Norwood.
- Street and Electric Railway Employees No. 373.* Odd Fellows Hall, 626 High St.; 1st Wed.; Harry J. Conlon, F. S., 64 Carroll St., W. Roxbury.

**Easthampton.**

- Building Laborers No. 41.* German Hall, Clark St.; last Thurs.; Richard M. Murphy, S., 61 Mount Tom Av.; Joseph Barinshy, B. A.
- Carpenters No. 1372.* German Hall, Clark St.; 2d and 4th Fri.; Albert J. Abraham, F. S., 20 Green St.
- Elastic Goring Weavers: Easthampton Branch.* German Hall, Clark St.; 3d Mon.; Harry Moore, S., 164 Park St.
- Letter Carriers: Branch No. 969.* Post Office Bldg.; on call; M. E. Connery, S.

**East Longmeadow.**

- Quarry Workers No. 30.* Town Hall; 3d Tues.; William Bailey, S. T., High St.

## Local Trade Unions.

## Easton (NORTH EASTON).

- Boot and Shoe Workers No. 356* (Mixed). Kelley's Hall, Centre St., N. Easton; 4th Mon.; Carl Nyquist, S. T., 21 Reynolds St., N. Easton.
- Carpenters No. 784*. Lakes Hall, Main St., N. Easton; 2d and 4th Tues.; P. D. Woodworth, R. S., Spooner St., N. Easton.
- Painters, Decorators, and Paperhangers No. 728*. Lakes Hall, Main St., N. Easton; 1st Mon.; Anders H. Carlson, S., 7 Linden St., N. Easton.

## EVERETT.

- Carpenters No. 780*. Foresters Hall, 459 Broadway; Wed.; B. M. Parker, S., 7 Oliver St.
- City Employees No. 901*. Emmett Hall, cor. Second St. and Boulevard; 1st Sun.; Thomas McElaney, R. S., 293 Chelsea St.

## FALL RIVER.

- Barbers No. 331*. Bricklayers Hall, 14 Market St.; last Mon.; William Wallworth, F. S., 611 Warren St.
- Bartenders No. 99*. Quinlan Leary Bldg., 16 Hartwell St.; 2d and 4th Sun.; Patrick J. Mullins, S. T. and B. A., 278 Oak Grove Av.
- Bleachers No. 1044* (U. T. W.). (Dyers and Finishers). Portuguese Hall, William St. and Broadway; Fri.; Anthony Cunha, F. S., 147 Grant St.
- Brewery Workers No. 137*. Columbian Hall, S. Main St.; 2d and last Wed.; John McNeerney, F. S. and B. A., 319 Second St.
- Bricklayers, Masons, and Plasterers No. 11*. 14 Market St.; Wed.; Thomas Entwistle, C. S., 16 Thomas St.
- Card Room Protective Association No. 12*. Weavers Hall, 142 Second St.; 2d Wed.; James Tansey, S., Box 893.
- Carpenters No. 223*. 16 Hartwell St.; Wed.; William H. Kenyon, Jr., 124 River View St.; Charles E. Percival, B. A., 16 Market Sq.
- Carpenters No. 1305* (French). 14 Market St.; Wed.; Bruno Thirault, R. S., 1361 Pleasant St.; Charles H. Percival, B. A., 14 Market Sq.
- Cigar Makers No. 494*. 904 Bedford St.; 4th Thurs.; Robert McConnell, S. and B. A., 908 Bedford St.
- City Employees No. 12875*. Eagles Hall, 183 S. Main St.; 1st Tues.; Augustin Audette, F. S., 311 Fifth St.
- Cloth Folders No. 880*. Eagles Hall, 183 Main St.; 2d Wed.; Thomas F. Comiskey, S. T., 70 Lane St.; Thomas F. McMahon, B. A., 763 Atwell's Av., Providence, R. I.
- Doffers No. 1057* (U. T. W.). Acoriana Hall, William St. and Broadway; 1st and 2d Sun.; John F. Mello, S. T., 181 Division St.
- Electrical Workers No. 437*. Painter's Hall, Granite St.; 1st and 3d Mon.; Arthur W. Lawrence, R. S., 147 Oliver St.; William Kaylor, B. A., 199 Mason St.
- Granite Cutters: Fall River Branch*. Weavers Hall, 142 Second St.; Fri. on or after 15th; August Swanson, S. T., 84 Stetson St.

## FALL RIVER — Con.

- Iron Molders No. 48*. St. Mary's Band Room, cor. Main and Bedford Sts.; 1st and 3d Wed.; John J. Lynch, C. S., E. Swansea, Mass.; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood.
- Lathers No. 139*. Carpenters Hall, Hartwell St.; 2d and 4th Mon.; Hercule Moreau, F. S., 1190 Pleasant St.
- Letter Carriers: Branch No. 51*. 374 Anawan St.; 1st Wed.; Louis A. Roy, R. S., 346 County St.
- Loomfixers*. Loomfixers' Hall, 370 Bedford St.; 1st Wed.; Thomas Taylor, S. T. and B. A., 370 Bedford St.
- Machinists No. 759*. Quinlan Leary Bldg., 16 Hartwell St.; 1st and 3d Wed.; James Ainsworth, F. S., 57 Arizona St.
- Moving Picture Machine Operators No. 424*. Painters Hall, 21 Granite St.; 3d Tues.; Robert W. Sheldon, S. T., 77 Barnaby St.; George H. Sullivan, B. A., 716 Buffinton St.
- Mule Spinners Association No. 1, Cotton*. Hyde Bldg., 42 Second St.; 2d Wed.; Thomas O'Donnell, S. T., P. O. Box 203.
- Musicians Protective No. 216*. Room 10, Merchants Bldg., 34 N. Main St.; 1st Sun.; Frank Mellor, S., 48 Thomas St.
- Painters, Decorators, and Paperhangers No. 75*. Painters Hall, 21 Granite St.; 1st and 3d Tues.; John W. Whitworth, R. S., Box 272; William F. Kaylor, B. A., 199 Mason St.
- Paving Cutters No. 63*. Spinners Hall, Bedford St.; William Ellis, S., Reed Road, N. Dartmouth.
- Plumbers No. 135*. Painters Hall, 21 Granite St.; Fri.; Edwin Kiepert, F. S., 1278 Globe St.; Charles Percival, B. A., 120 Smith St.
- Railroad Trainmen: Mt. Hope Lodge No. 475*. K. of P. Hall, 16 Pleasant St.; 2d and 4th Sun.; William Thibeault, Pres. and B. A., 121 Cottage St.
- Retail Clerks Union No. 1120*. Mule Spinners Hall, 42 Second St.; 3d Mon.; Robert Chew, S. T., 661 Maple St.
- Retail Clerks No. 1189*. By appointment; 2d Tues.; Joseph La Fond, C. and R. S., 259 Harrison St.
- Sheet Metal Workers No. 226*. Carpenters Hall, Hartwell St.; 1st and 3d Mon.; Walter Eldon, F. S. T., 1331 S. Main St.
- Slasher Tenders No. 51*. Weavers Hall, 142 Second St.; 2d Wed.; William Harwood, S. and B. A., Box 221.
- Stationary Firemen No. 291*. Quinlan Leary Bldg., 16 Hartwell St.; 1st Sun. and 3d Wed.; Daniel P. Shea, F. S. and B. A., 242 Tecumseh St.
- Steam Engineers No. 165*. By appointment; 1st Fri.; Guthrie Munroe, C. S., 361 Centre St.
- Steamfitters and Helpers No. 646*. Painters Hall, 21 Granite St.; Wed.; George H. Hughes, S., 816 Davol St.; William F. Kaylor, B. A., 199 Mason St.
- Stereotypers No. 52*. Wilbur House; 1st Mon.; Ernest Gifford, S., 41 Juniper St., New Bedford.
- Street and Electric Railway Employees, Division No. 174*. Quinlan Leary Bldg., 16 Hartwell St.; 2d and 4th Mon.; Charles Woodward, R. S., 300 Buffinton St.

Local Trade Unions.

**FALL RIVER — Con.**

- Teamsters, Chauffeurs, Stablemen and Helpers No. 639.* French Carpenters Hall; Tues.; John J. Ward, S., 34 Downing St.
- Telephone Operators No. 21A.* G. A. R. Hall, 78 Bedford St.; 1st Mon.; Miss Catherine F. Coughlin, F. S., 114 Dover St.
- Theatrical Stage Employees No. 57.* Painters Hall, 21 Granite St.; 3d Mon.; William A. Dillon, S. T., 237 Third St.; John H. Considine, B. A., 294 Bank St.
- Typographical No. 161.* Typographical Union Hall, 58 Pleasant St.; 1st Fri.; Charles E. Clarke, S. T., Box 479.
- Weavers Progressive Association No. 1.* Weavers Hall, 142 Second St.; 2d Wed.; James Whitehead, S., 1188 Globe St.
- Web Pressmen No. 32.* 68 Globe St.; 2d Wed.; Isaiah C. Wagner, S. T., 979 Pleasant St., New Bedford.

**FITCHBURG.**

- Barbers No. 284.* C. L. U. Hall, 48 Wallace Av.; 4th Tues.; L. J. Demers, S., 26 Day St.
- Bricklayers and Masons No. 19.* Bricklayers Hall, 352 Main St.; Mon.; John J. Williams, F. S., 181 Marshall St.
- Carpenters No. 778.* C. L. U. Hall, 48 Wallace Av.; Thurs.; R. Harry Cotton, R. S., 31 Nashua St.; Albert Lafrennie, B. A., 59 Tisdale St., Leominster.
- Carpenters No. 1239.* Carpenters Hall, 140 Fairmont St.; 2d and 4th Wed.; Harry Lafosse, F. S. T., 19 Chester St.; Albert Lafrennie, B. A., 59 Tisdale St., Leominster.
- Cigar Makers No. 475.* 210 Water St.; 1st Fri.; John J. Sweeney, F. and R. S., 210 Water St.
- Electrical Workers No. 256.* B. T. C. Hall, 13 Blossom St.; 2d and 4th Thurs.; John J. Gilmartin, R. S., 14 Water St. Lane.
- Hod Carriers No. 39.* Bricklayers Hall, 352 Main St.; 2d Thurs.; Mattie Battastelli, S. T., 41 Beach St.
- Iron Molders No. 97.* Bricklayers Hall, 352 Main St.; 1st and 3d Thurs.; J. Paul Nash, C. R., 105 Myrtle Av.
- Letter Carriers: Branch No. 16.* C. L. U. Hall, 48 Wallace Av.; 2d Tues.; W. H. Goodfellow, S., 101 Walton St.
- Locomotive Engineers: Wachusett Division No. 191.* Brigham Hall, 426 Main St.; 2d and 4th Sun.; Ashton D. Ross, S. T., 121 Summer St.
- Locomotive Firemen: H. P. Littlejohn Lodge No. 410.* Red Men's Hall, 22 Cushing St.; 1st and 3d Sun.; Eugene McClumpha, R. and F. S., 162 Summer St.
- Machinists: Rollstone Lodge No. 409.* Bricklayers Hall, 352 Main St.; 1st and 3d Tues.; Arthur K. Ray, R. S., 83 Walnut St.
- Maintenance of Way Employees No. 8.* G. A. R. Hall, 304 Main St.; 4th Sun.; Arthur F. Lawrence, S. and B. A., Box 25, S. Acton.
- Municipal Employees No. 810.* 48 Wallace Av.; 2d and 4th Fri.; Francis H. Taylor, Pres. and B. A., 156 Kimball St.

**FITCHBURG — Con.**

- Musicians No. 173.* Freeman Blk., 75 Main St.; 1st Sun.; E. L. Cook, R. S., 36 Blossom St.
- Painters, Decorators, and Paperhangers No. 175.* C. L. U. Hall, 48 Wallace Av.; 2d and 4th Mon.; A. F. Alexander, S., 24 Green St., Leominster.
- Paper Makers No. 12.* 1080 River St.; 1st and 3d Sun.; Patrick Fleming, R. S., 137 Depot St., W. Fitchburg.
- Pattern Makers (Branch of Boston).* British Club Rooms, 352 Main St.; 1st and 3d Mon.; E. W. Miller, R. S., 176 Pine St.; M. R. Spinney, B. A., 665 Washington St., Boston.
- Paving Cutters No. 14.* 48 Wallace Av.; 2d Tues.; John Myllykangas, S., 205 Rollstone St.
- Plumbers and Steamfitters No. 92.* C. L. U. Hall, 48 Wallace Av.; 2d and 4th Wed.; John L. McMurray, R. S., 76 Laurel St.; William Hay, B. A., Baker Station, Lunenburg.
- Railroad Trainmen: Hoosac Tunnel Lodge No. 93 (B. & M. R.R.).* K. of P. Hall, 1 Oliver St.; 2d and 4th Sun.; M. W. McInerney, Treas., 25 Congress St.
- Railroad Workers: Bay State Lodge No. 27.* Brooks Hall, Main St.; 2d and 4th Fri.; Moses J. Bernard, F. S. and B. A., 54 Melrose St.
- Railway Clerks: Wachusett Lodge No. 106.* Old G. A. R. Hall, 304 Main St.; 1st Sun.; A. G. Houghton, S. T. and B. A., 15 Linden St.
- Railway Conductors No. 146.* Red Men's Hall, 22 Cushing St.; 2d Sun.; A. E. Blanchard, S. T., 26 Burnap St.
- Retail Clerks No. 1302.* 48 Wallace Av.; 1st and 3d Mon.; Urho E. Heisson, S. T., 190 Hazel St.
- Sheet Metal Workers No. 186.* Bldg. Trades Hall, 13 Blossom St.; 1st and 3d Tues.; Elmer Hedstrom, F. S., 33 Warren St.; Albert Lafrennie, B. A., 59 Tisdale St., Leominster.
- Stationary Firemen No. 85.* C. L. U. Hall, 48 Wallace Av.; 2d and 4th Sun.; John J. Griffin, F. S., 84 Temple St.
- Telephone Operators No. 11A.* B. T. C. Hall, 13 Blossom St.; 2d and 4th Mon.; Miss Florence A. Johnson, R. S., 31 Gillis Ct.; Grayce Flaherty, B. A., 10 Woods St.
- Telephone Workers No. 279 (Electrical Workers).* Old G. A. R. Hall, 304 Main St.; 1st Tues. and 3d Sun.; Louis F. Wood, Pres., 3 Welch Pl., Clinton.
- Textile Workers No. 892.* Workmen's Hall, 48 Wallace Av.; 2d Tues.; Oscar Kahara, F. S., 202 Rollstone St.
- Theatrical Stage Employees No. 86.* C. L. U. Hall, 48 Wallace Av., 3d Sun.; J. E. Hastings, R. S., 215 River St.; F. J. Charlton, B. A., 98 Blossom St.
- Typographical No. 623.* C. L. U. Hall, 48 Wallace Av.; 1st Mon.; W. W. Farnsworth, F. S. and B. A., 31 Ash St.

**Foxborough.**

- Iron Molders No. 323 (Foxborough and Norwood).* (See NORWOOD.)

## Local Trade Unions.

**Framingham (SOUTH FRAMINGHAM).**

- Barbers No. 389.* C. L. U. Hall, 12 Howard St.; 2d and 4th Wed.; Philip A. Ward, C., F. S. and B. A., 20 Concord St.
- Boiler Makers and Iron Ship Builders and Helpers No. 131.* C. L. U. Hall, 12 Howard St.; William E. Gallagher, S., 191 Waverly St.
- Boot and Shoe Workers No. 19 (Mixed).* C. L. U. Hall, 12 Howard St.; 3d Thurs.; Miss Elsie F. Clinton, F. S., 246 Waverly St.
- Bricklayers, Masons, and Plasterers No. 51.* C. L. U. Hall, 12 Howard St.; 1st and 3d Wed.; Hugh J. Devine, C. S., 5 Pine St.
- Carpenters No. 860.* C. L. U. Hall, 12 Howard St.; 1st and 3d Mon.; Edward L. Hand, R. S., Box 21; Edward A. Browning, B. A., Campbell Rd.
- Electrical Workers: Sub-Local No. 1 of Local No. 104 of Boston.* C. L. U. Hall, 12 Howard St.; 2d and last Tues.; E. F. Fletcher, F. S., 38 Proctor St.; J. A. McGarry, B. A., 41 E. Central St., Natick, or 995 Washington St., Boston.
- Letter Carriers: Branch 334.* Living Room, P. O.; at call of Pres.; D. F. Brown, Pres.; George E. Fairbanks, S., 5 Summit St.
- Machinists: Hopedale Lodge No. 48.* By appointment; W. F. Mason, S., 26 Dennison Av.
- Musicians No. 393.* (See NATICK.)
- Painters, Decorators, and Paperhangers No. 563.* C. L. U. Hall, 12 Howard St.; 2d and 4th Mon.; O. U. Cheney, F. S., 10 Hollis St.
- Railroad Trainmen: Framingham Lodge No. 236.* K. of P. Hall, Irving Sq.; 1st Sat. and 3d Sun.; Fred Cahill, S., 68 Sawin St., Marlborough; L. A. Rylander, B. A., 39 Commonwealth Av., Marlborough.
- Railway Clerks No. 194.* Foresters Hall, Smith's Blk., cor. Waverly St. and Irving Sq.; 2d Thurs.; Clifton E. Gassett, S. T., 3 Webster St.; Edward J. Murphy, B. A., cor. Pine and Cedar Sts.
- Street and Electric Railway Employees No. 620.* C. L. U. Hall, 12 Howard St.; 2d and 4th Thurs.; Francis E. Fletcher, S., 162 Eastern Av.; W. C. Wright, B. A., Concord St.
- Telephone Operators No. 7A.* C. L. U. Hall, 12 Howard St.; Thurs.; Ruth L. Hannon, R. S., 51 Arlington St.; Miss Agnes J. Rice, Pres., 31 Apple St.
- Typographical No. 495.* Eagles Hall, Irving Sq.; 1st Fri.; A. Edgar Brown, S., Lakeview Press; A. E. Fitzgerald, F. S., 4 Clark St.

**Franklin.**

- Carpenters No. 1230.* Red Men's Hall, Main St.; 1st Mon.; Hugh Lamour, R. S., Box 141; Oliver Jonah and Bennett F. Gordon, Bus. Agts., 62 Madison St., Worcester.
- Letter Carriers: Branch No. 923.* P. O., Main St.; 1st Mon.; Richard F. Costello, C. S., Franklin, Mass.
- Molders No. 372.* Wilson Hall, Main St., Mansfield; 1st and 3d Wed.; Eugene L. Murphy, C. S. and B. A., 116 Winslow Av., Norwood.

**Gardner.**

- Barbers No. 550.* 12 W. Lynde St.; last Mon.; J. A. Bourgeois, F. S. and B. A.
- Bartenders No. 370.* Barthells Hall, 1 Oak St.; 2d Sun.; Edmund J. Fitzgerald, S. T., 81 West St.
- Bricklayers, Masons, and Plasterers No. 44.* Ryan's Hall, 46 Parker St.; 2d and 4th Wed.; John A. Mulcahy, C. S., 173 Temple St.
- Carpenters No. 570.* Barthells Hall, 1 Oak St.; 1st and 3d Thurs.; Cyrille Babineau, F. S., 106 Greenwood St.; F. V. Lindquist, R. S., 44 Washington St.
- Carpenters No. 1852 (Furniture and Wood Workers).* Barthells Hall, 1 Oak St.; 2d and 4th Wed.; Joseph J. Careau, Treas., 270 Parker St.
- Letter Carriers: Branch No. 747.* On call; C. A. Thrower, R. S., 149 High St.
- Molders No. 407.* Barthells Hall, 1 Oak St.; 2d and 4th Mon.; Rudolph Elmstrom, C. R., 292 High St., Station A.; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood.
- Painters, Decorators, and Paperhangers No. 771.* Barthells Hall, 1 Oak St.; 1st and 3d Mon.; James J. Morrissey, R. S., 232 Parker St.; Charles A. Hanson, B. A., Pine St.
- Willow, Reed and Rattan Workers No. 1001.* Barthells Hall, 1 Oak St.; 2d and 4th Thurs.; Arthur J. Gingras, R. S., 50 Peabody St.; Charles Bjorson, B. A., 78 Cherry St.

**GLOUCESTER.**

- Barbers No. 375.* War of Columbia Lodge Hall, Main St.; 2d Wed.; M. L. Amaral, C. and F. S., 239 Main St.
- Bartenders No. 151.* C. L. U. Hall, Main St.; 2d Sun.; John J. McCormack, R. S., 236½ Main St.; Wilmot E. Dench, B. A., 20 E. Main St.
- Bricklayers, Masons, and Plasterers No. 21.* Andrews Hall, Main St.; 1st Wed.; Fred B. Saunders, C. S., Annisquam, Mass.
- Carpenters No. 910.* Mansfields Hall, Main St.; 1st and 3d Mon.; Frank L. Rich, R. S., 13 Myrtle Sq.; L. E. Dumas, B. A., 71 Washington St., Salem.
- Cigar Makers No. 324.* 270½ Main St.; 1st Tues.; Medeo Ross, S. T.; Patrick J. Nally, V. P., 14 Short St.
- Coast Fishermen.* Assembly Hall, 209 Main St.; Thurs.; Newman Shea, B. A., 357 Main St.
- Electrical Workers No. 699.* C. L. U. Hall; 1st and 3d Tues.; Sylvester D. Deering, R. and F. S., 41 Western Av.
- Fish Splitters and Handlers No. 14270.* Mansfield Hall, 21 Main St.; 2d and 4th Thurs.; William D. Howell, S., 33 Grove St.
- Fish Workers No. 14307 (A. F. of L.).* Manchester Unity Hall, 97 Main St.; 1st and 3d Thurs.; Joseph G. Grace, R. S., 66 Perkins St.
- Granite Cutters: Cape Ann Branch (Gloucester and Rockport).* Pythian Hall, Lanesville; 3d Tues.; Hart Harris, C. S., 973 Washington St., Gloucester.

Local Trade Unions.

**GLOUCESTER** — Con.

- Hod Carriers, Building and Common Laborers No. 328.* 97 Main St.; 1st Mon.; Matti Tulla, S., 23½ Mansfield St.
- Letter Carriers: Branch No. 107.* S. W. Adams, S.
- Musicians No. 324.* Safe Deposit and Trust Co. Hall, 191 Main St.; 2d Sun.; James Rose, S., 58 Perkins St.
- Painters No. 176.* Manchester Unity Hall, 97 Main St.; Wed.; John E. Carrigan, S., 5 Mason Ct.
- Paving Cutters No. 52* (Lanesville). Langsford St. Hall; 2d Fri.; Andrew G. Cederstrom, S., 1245 Washington St., Lanesville.
- Plumbers and Steamfitters No. 482.* Andrews Hall, 79 Main St.; 2d and 4th Tues.; William R. Lufkin, R. S., 27 Chapel St.
- Quarry Workers No. 81.* Wainola Hall, Langsford St.; 1st Fri.; William Stephens, C. S., 55 Langsford St., Lanesville.
- Street and Electric Railway Employees No. 270.* Odd Ladies Hall, 171 Main St.; 1st Fri.; W. J. Pratt, C. S., 45 Hartz St.; W. F. Poole, B. A., Washington St.

**Great Barrington.**

- Bartenders No. 731.* 3 Railroad St.; 2d Sun.; John J. Veeley, F. S., Box 52.
- Bricklayers, Masons, and Plasterers No. 49.* Columbus Hall, Main St.; 1st and 3d Mon.; Patrick R. Noonan, C. S., Forest Av., Housatonic; Charles Viola, B. A., Gt. Barrington.
- Carpenters No. 1045.* G. A. R. Hall, Bridge St.; 1st and 3d Tues.; William C. Morrison, R. S., Great Barrington, Mass.; Madison Andrews, F. S., Box 233 or Bridge St.
- Hod Carriers, Building and Common Laborers No. 319.* Colombo Hall, Main St.; 2d and 4th Wed.; John Marchetti, F. S., 15 Pearl St.
- Letter Carriers: Branch No. 921.* Post Office, Main St.; H. A. Turner, S.
- Painters, Decorators, and Paperhangers No. 627.* I. O. O. M. Hall; 1st and 3d Tues.; William A. McCarty, R. S., Housatonic, Mass.
- Telephone Operators No. 23A.* (See PITTSFIELD.)

**Greenfield.**

- Barbers No. 265.* Sauters Barber Shop, Main St.; last Mon.; H. O. Winterhalter, F., C. S. and B. A., Elm House (Barber Shop).
- Bartenders No. 147.* Commonwealth Hall, Main St.; last Sun.; Charles J. St. Lawrence, R. S., 37 Union St.
- Boiler Makers: Franklin Lodge No. 517* (B. & M.). (See NORTHAMPTON.)
- Bricklayers and Plasterers No. 36.* Commonwealth Hall, 236 Main St.; 3d Wed.; U. N. Streeter, C. S., 17 Shelburne St.
- Carpenters No. 549.* Commonwealth Hall, Main St.; 2d and 4th Wed.; Joseph L. Donovan, R. S., 9 Canal St., Turners Falls; F. Newton Allen, F. S., 13 Quincy St.

**Greenfield** — Con.

- Electrical Workers No. 161.* Commonwealth Hall, 236 Main St.; 1st and 3d Thurs.; E. S. Henderson, R. S., 272 Chapman St.; H. A. Ballou, B. A., 123 Conway St.
- Iron Molders No. 347.* 3d Mon.; Philip Bellemore, C. R., 60 K St., Turners Falls; James A. Loveday, B. A., 763 Asylum Av., Hartford, Conn.
- Letter Carriers: Branch No. 261.* Living Room, P. O.; Gottlieb J. Stark, S. T., 18 Power Ct.
- Locomotive Engineers: Deerfield Valley Division No. 112.* K. of P. Hall, Sheldon Bldg., Main St.; 2d and 4th Sun.; Edwin Warren, S. T. and B. A., 51 Riddell St.; D. A. Harlow, chief engineer, 411 Deerfield St.
- Locomotive Firemen No. 549.* Commonwealth Hall, 236 Main St.; 1st Tues. and 3d Sun.; E. A. Parker, R., F. S. and B. A., 37 Montague City Rd.
- Machinists No. 481.* Commonwealth Hall, Main St.; 2d and 4th Wed.; William Casey, R. S., 139 Hope St.; Edmond J. Bergeron, F. S., 311 Deerfield St.
- Machinists Helpers No. 882.* Union Hall, 236 Main St.; 2d Tues.; Carl Eichenauer, S. T., 58 Chapman St.
- Maintenance of Way Employees No. 64.* (See NORTHAMPTON.)
- Painters, Decorators, and Paperhangers No. 844.* Commonwealth Hall, 236 Main St.; 2d and 4th Mon.; Edward Cromack, F. S., 178 Conway St.; Joseph Brissette, B. A., 243 Elm St.
- Plumbers and Steamfitters No. 406.* Commonwealth Hall, 236 Main St.; 2d and 4th Tues.; Walter V. Siswick, R. S., 52 Allen St.
- Railroad Trainmen No. 426.* K. of P. Hall, Main St.; 1st and 3d Sun.; Harry C. Day, S., 40 Allen St.
- Railroad Workers: Greenfield Lodge No. 109* (B. & M. R.R.). Commonwealth Hall, 236 Main St.; 1st and 3d Thurs.; R. J. Hatch, R. S., Garfield St.; F. H. Shumway, F. S. and T., 58 Montague City Rd.
- Railway Carmen: Port Seat Lodge No. 687.* Commonwealth Hall, 236 Main St.; 2d and 4th Mon.; George W. Stanley, F. S., 87 Second St.
- Railway Clerks No. 33.* Commonwealth Hall, 236 Main St.; 3d Wed.; Kenneth M. Qua, R. S., 9 West St.
- Typographical No. 687.* Stetson's Electric Print, 11 Miles St.; 1st Sun.; James H. Russell, S. T., 3 Oak St.

**Hamilton.**

- Carpenters No. 876.* Jones Bldg., S. Hamilton; Mon.; Ray G. Knowlton, R. S., Box 54, Wenhams; Louis E. Dumas, B. A., 71 Washington St., Salem.

**Harwich.**

- Painters, Decorators, and Paperhangers No. 745.* A. E. Ellis, S., W. Harwich, Mass.

**HAVERHILL.**

- Allied Shoe Workers No. 1.* Rooms 32 and 33, 103 Merrimack St.; Thurs.; Burt L. Kervin, R. S.; Frank S. Meserve, Pres.

## Local Trade Unions.

## HAVERHILL — Con.

*Bakers Union No. 41.* 2 Gilman Pl.; 1st and 3d Sat.; Herbert E. Perkins, R. S., 133 Hancock St. Ext.; Peter J. Fyfe, B. A., Henry Apartments, Pecker St.

*Barbers No. 391.* 2 Gilman Pl.; 1st Thurs.; Placid E. Moran, C. and F. S., 6 Locust St.

*Bartenders No. 93.* 2 Gilman Pl.; 4th Sun.; M. J. Flanagan, R. S., 79 Essex St.

*Bricklayers and Masons No. 17.* 2 Gilman Pl.; Mon.; John P. McCarthy, F. S., 25 Hale St.

*Carpenters No. 82.* Federation Hall, 2 Gilman Pl.; Tues.; John B. Riley, R. S., 5 Railroad Av., Bradford; W. H. Brown, B. A., 78 High St.

*Cigar Makers No. 226.* 2 Gilman Pl.; 3d Thurs.; Ernest A. Manning, S. T. and B. A., 59 Merrimack St.

*Cutters No. 7 (S. W. P.).* 47 Locust St.; Wed.; S. J. Pothier, S.; William T. Caswell, B. A.

*Cutters No. 191 (B. and S. W.).* 2 Gilman Pl.; Tues.; Harold G. Baxter, S. T. and B. A., 3 Temple St.

*Cutters No. 453.* (See *Sole Leather Cutters and Sorters No. 453.*)

*Cutting Die and Cutter Makers No. 310.* Federation Hall, 2 Gilman Pl.; 2d Wed.; Charles A. Meyers, R. S., 6 Worthen Pl.

*Electrical Workers No. 470.* 2 Gilman Pl.; 2d and 4th Fri.; W. E. Severence, F. S., 49½ Central St., Bradford; William F. Langton, B. A., 2 Gilman Pl.

*Hat Finishers Association No. 2, U. S. Wool.* Room 16, 2 Gilman Pl.; 2d Thurs.; Robert B. Lord, S., 47 Fourth Av.

*Hatters No. 25, United (Straw Hat Makers).* 2 Gilman Pl.; 2d and 4th Mon.; Miss Ina Macdougall, C. S., 255 Kenoza St.

*Hod Carriers No. 313.* 2 Gilman Pl.; 1st and 3d Mon.; Nicola Bove, F. S., 37 Pilling St.; William F. Langton, B. A.

*Lasters No. 26 (B. & S. W.).* 2 Gilman Pl.; 1st and 3d Thurs.; Daniel F. Healey, S. T. and B. A.

*Laundry Workers No. 144.* 2 Gilman Pl.; 1st Wed.; Mrs. Rosetta Allard, R. S., 2 Cherry St.

*Letter Carriers: Branch No. 26.* Master Plumbers' Hall, 8 Main St.; Percy R. Colby, S.

*Machine Operators No. 1 (B. & S. W.).* 2 Gilman Pl.; 1st and 3d Wed.; Daniel F. Healey, S. T. and B. A.

*Machine Workmen No. 1 (S. W. P.).* 47 Locust St.; Fri.; S. J. Pothier, S.; John F. Bowen, B. A.

*Musicians No. 302.* 2 Gilman Pl.; 1st Sun.; Warren Hapgood, S., Colby St., Bradford.

*Packing Room Employees No. 471 (B. & S. W.).* 2 Gilman Pl.; 3d Thurs.; Daniel F. Healey, S. T. and B. A.

*Painters No. 517.* 2 Gilman Pl.; 1st and 3d Tues.; Wendell S. Palmer, R. S., 261 Main St., Groveland; William F. Langton, B. A.

*Plasterers No. 118, Operative.* 2 Gilman Pl.; 1st and 3d Wed.; Matthew Brennan, F. S., 31 Willie St.

*Plumbers, Gasfitters, Steamfitters, and Steamfitters Helpers No. 486.* 2 Gilman Pl.; 1st and 3d Wed.; Thomas Preston, R. S., 10 Ferry St., Bradford; William F. Langton, S. T. and B. A.

*Shoe Packers No. 287.* (See *Treers No. 287.*)

## HAVERHILL — Con.

*Sole Leather Cutters and Sorters No. 453 (B. & S. W.).* 2 Gilman Pl.; 1st and 3d Tues.; Daniel F. Healey, S. T. and B. A.

*Sole Leather Workers No. 341 (B. & S. W.).* 2 Gilman Pl.; 4th Thurs.; Daniel F. Healey, S. T. and B. A.

*Stitchers No. 6 (Women) (B. & S. W.).* 2 Gilman Pl.; 2d and 4th Wed.; Daniel F. Healey, F. S. and B. A.

*Stitchers No. 23, McKay (U. S. W.).* Socialist Hall, 163 Merrimack St.; Tues.; Walter V. Hill, S. T., 22 How St.

*Street and Electric Railway Employees No. 503.* Labor Temple, 2 Gilman Pl.; 1st and 3d Thurs.; Hazen S. Huntington, R. S., 25 Brookline Av.; Alva Kneeland, B. A., 22 Crescent St.

*Teamsters No. 327.* 2 Gilman Pl.; 2d and 4th Wed.; John Macdougall, F. S. and B. A.

*Telephone Operators No. 20A.* Engineers Hall, 8 Main St.; 3d Mon.; Miss Hazel Morrison, R. and C. S., 5 Arch St.; Mrs. A. H. Callahan, B. A., Lockwood St., Bradford.

*Textile Workers No. 1120, United.* 2 Gilman Pl.; Thurs.; Thomas M. Connolly, S., 59 Charles St.

*Theatrical Stage Employees No. 381.* Colonial Theatre, 187 Merrimack St.; 1st Tues.; William Coogan, S. T., 47 Washington Av.; William H. Kelley, B. A., 2 Middlesex St., Bradford.

*Treers No. 287 (B. & S. W.).* 2 Gilman Pl.; 2d and 4th Mon.; Daniel F. Healey, S. and B. A.

*Treers and Ironers, Ind.* Treers and Ironers Hall, 18 Locust St.; Wed.; David Bancroft, B. A., 47 Locust St.

*Turn Workmen No. 2 (B. & S. W.).* 2 Gilman Pl.; 2d and 4th Tues.; Daniel F. Healey, S. T. and B. A.

*Turn Workmen No. 2 (S. W. P.).* 47 Locust St.; Tues.; S. J. Pothier, S.; John F. Bowen, B. A.

*Typographical No. 38.* 2 Gilman Pl.; 1st Wed.; William I. Huston, S. T., 19 Pecker St.

*Wood Heel Makers (Ind.).* Shoe Workers Hall, 47 Locust St.; Mon.; David Bancroft, B. A.

## Hingham.

*Carpenters No. 424.* Carpenters Hall, Ford Bldg.; 2d and last Tues.; Howard Inman, R. S., Box 113; Leroy W. Beedle, B. A., 56 Hobart St., E. Braintree.

*Electrical Workers No. 678 (Mixed).* Glad Tidings Hall, North St.; 3d Mon.; Kenneth Richardson, C. S., S. Weymouth, Mass.; Albert M. Kimball, F. S. T., 16 Leavitt St., Hingham Ctr.

*Federal Employees No. 51.* 1st and 3d Fri.; Peter Walsh, S., Newbridge St.

*Painters, Decorators, and Paperhangers No. 683.* Carpenters Hall, North St.; 1st and 3d Fri.; Philip C. Reilly, R. S., 31 Thaxter St.

## Holbrook.

*Boot and Shoe Workers No. 78 (Mixed).* K. of P. Hall, Franklin St.; 1st and 3d Fri.; Patrick A. Mack, F. S. and T., Weston St., Holbrook; Henry V. Caswell, Ch. of Exec. Com., Union St., Holbrook.



Local Trade Unions.

Holliston.

*Boot and Shoe Workers No. 180* (Mixed). M. C. O. F. Hall; 1st Mon.; W. F. Haley, S. T. and B. A., Mechanic St.

HOLYOKE.

*Bakers No. 96.* Carpenters Hall, 437 High St.; 2d and 4th Sat.; Ray Downie, C. S., 20 Maple St.; Henry R. Pigeon, S. T., 241 E. Dwight St.

*Barbers No. 545.* Red Men's Hall, 288 High St.; 1st and 3d Wed.; Henry J. Parent, C. and F. S., 20 Newton St.

*Bartenders No. 81.* Carpenters Hall, 437 High St.; 1st and 3d Sun.; Thomas Garrity, R. and C. S.; 787 Dwight St.

*Brewery Workmen No. 123.* A. O. H. Hall, John St.; 2d and 4th Wed.; Frederick Diller, R. and C. S., 111 Smith St., Willimansett.

*Bricklayers, Masons, and Plasterers No. 2.* Silverman Bldg., 423 High St.; Mon.; William Hall, C. S., 30 St. Jerome Av.

*Building Laborers No. 5.* Carpenters Hall, 437 High St.; Wed.; Arthur D. Labonte, R. S., 11 Leslie St.

*Carpenters No. 390* (French). Monument National Hall, 180 Appleton St.; Thurs.; J. M. Caron, R. S., 43 John St., Willimansett; George H. Lane, B. A., R. F. D., Warrigan St., Willimansett.

*Carpenters No. 656* (English). Carpenters Hall, 437 High St.; Mon.; Martin Moynihan, R. S., 17 Clinton Av.; George H. Lane, B. A.

*Carpenters No. 1350* (Millwrights). Carpenters Hall, 437 High St.; Fri.; J. M. Prilay, F. S., 83 Jackson St.; George H. Lane, B. A.

*Carpenters No. 1881* (Shop Men). Carpenters Hall, 437 High St.; 2d and 4th Fri.; Archie Hunter, R. S., 223 Franklin St.; George H. Lane, B. A.

*Cigar Makers No. 51.* Artisan Hall, 214 Maple St.; 2d Mon.; Timothy J. Griffin, F. and C. S., 136 Oak St.

*Coal Teamsters and Helpers No. 198.* A. O. H. Hall, John St.; 1st and 3d Wed.; Patrick J. Fitzgerald, F. S., 25 Cottage Av., S. Hadley Falls.

*Cooks and Waiters No. 619.* Artisan Hall, 214 Maple St.; 2d and 4th Tues.; Olivier Desrosiers, S. T., 6 Mosher St.; Timothy H. Hanley, B. A.

*Electrical Workers No. 707.* Red Men's Hall, 206 High St.; 2d and 4th Mon.; Fred T. Moos, R. S., 3 Taylor St., S. Hadley Falls.

*Fire Fighters No. 40.* 206 Maple St.; 1st and 3d Tues.; William T. Flanagan, S.

*Granite Cutters* (Ine. Springfield). Red Men's Hall, 288 High St.; 3d Fri.; Alexander Macdonald, S. T. and B. A., 10 Bristol Pl.

*Horseshoers No. 128.* Artisan Hall, 214 Maple St.; 1st and 3d Thurs.; Daniel O'Connor, R. S., 1451 Dwight St.

*Iron Molders No. 115.* Monument National Hall, 180 Appleton St.; 2d and 4th Fri.; Michael A. Connor, C. S., 815 Dwight St.

*Lathers No. 31.* Monument National Hall, 180 Appleton St.; 1st Tues.; Eugene Bibeau, F. S., 69 Lyman St.; George H. Lane, B. A.

HOLYOKE — Con.

*Letter Carriers: Branch No. 379.* P. O. Building; 1st Wed.; Otto H. Underdorfel, S., 15 Clark St.

*Lithographers No. 21.* (See SPRINGFIELD.)

*Loomfixers No. 187.* Caledonian Hall, 189 High St.; 1st and 3d Fri.; George Domingue, S. T., 43 Front St.

*Loomfixers No. 907* (U. T. W.). Monument National Hall, 180 Appleton St.; 1st and 3d Fri.; Thomas Price, R. S., 35 Commercial St.

*Machinists No. 410.* Mule Spinners Hall, 189 High St.; 1st and 3d Fri.; John P. Bleasius, C. S., 34 Hitchcock St., Elmwood.

*Moving Picture Operators No. 382.* Carpenters Hall, 437 High St.; 4th Sun.; William Hancock, F. S., 53 Nonotuck St.; Henry J. Glutney, B. A., 109 Jackson St.

*Mule Spinners.* Caledonian Bldg., 189 High St.; 2d Mon.; Edward Ryan, S., Box 253.

*Musicians Protective No. 144.* City Band Hall, 344 Dwight St.; 1st Sun.; Fred F. West, S. T., 694 Dwight St.

*Painters, Decorators, and Paperhangers No. 253.* Carpenters Hall, 437 High St.; Tues.; Robert Goodwin, F. S., 7 Avon Pl.; Albert Lemarsh, B. A., 304 High St.

*Paper Makers: Eagle Lodge No. 1.* Paper Makers Hall, 205 High St.; 1st Sun.; William B. Clements, B. A.

*Paper Makers No. 19* (Loftmen). Paper Makers Hall, 205 High St.; 1st and 3d Wed.; Edward J. Mann, R. S., 454 Main St.; William B. Clements, B. A.

*Paper Makers No. 24* (Cutter Workers). Paper Makers Hall, 205 High St.; Miss Mary Kennedy, R. S., 13 Chapel Av., Willimansett; William B. Clements, B. A.

*Paper Makers No. 63* (Finishers). Paper Makers Hall, 205 High St.; 1st and 3d Fri.; Peter Brennan, F. S., 736 High St.; William B. Clements, B. A.

*Paper Makers No. 169* (Magazine and Rag Room Workers). 205 High St.; 1st Tues.; Miss Mary Carlon, F. S.; William B. Clements, B. A.

*Pattern Makers Association.* (See SPRINGFIELD.)

*Plumbers and Gasfitters No. 233.* Carpenters Hall, 437 High St.; 2d and 4th Mon.; Frank R. Elting, S. T., 2 River Terrace; George H. Lane, B. A.

*Printing Pressmen and Assistants No. 45.* Temperance Hall, 236 Maple St.; 1st Tues.; William J. Leahy, F. S., 740 Dwight St.

*Railroad Trainmen No. 557.* Caledonian Hall, 189 High St.; 1st and 3d Sun.; Edgar Mew, S., 14 Newton St.

*Railway Clerks No. 128.* Caledonian Hall, 189 High St.; 1st Mon.; Charles H. E. Moran, Jr., S. T., 130 Brown Av.; P. J. Cronin, B. A., Nonotuck St.

*Roofers No. 42, Slate and Tile.* (See SPRINGFIELD.)

*Sheet Metal Workers No. 155.* Carpenters Hall, 437 High St.; 2d and 4th Wed.; William F. Fontaine, C. S., 284 Elm St.; George H. Lane, B. A.

*Shoe Repairers No. 272.* (See *Boot and Shoe Workers No. 272*.)

## Local Trade Unions.

**HOLYOKE — Con.**

- Stationary Firemen No. 4.* A. O. H. Hall, John St.; Tues.; Charles R. Moreau, F. S., 585 Bridge St.
- Steam Engineers No. 466.* Carpenters Hall, 437 High St.; Sun.; Francis J. Mongeau, R. S., 126 Oak St.; Joseph L. Marion, B. A., 801 Chicopee St., Willimansett.
- Steamfitters and Helpers No. 622.* Caledonian Hall, 189 High St.; 2d and 4th Tues.; Robert Leske, Jr., F. S.; 417 Elm St.; George H. Lane, B. A., 437 High St.
- Stone Cutters.* (See SPRINGFIELD.)
- Street and Electric Railway Employees No. 537.* Carpenters Hall, 437 High St.; 2d and 4th Thurs. (day men), and 2d and 4th Fri. (night men); Arthur H. Walker, R. S., 891 Hampshire St.
- Tailors No. 245.* Red Men's Hall, 286 High St.; 1st and 3d Mon.; Joseph Milos, Pres., 41 Chestnut St.
- Teamsters No. 187.* Artisan Hall, 214 Maple St.; 1st and 3d Fri.; George A. Deyo, S. T., 337 High St.; Wade F. Person, T., 111 Pine St.
- Theatrical Stage Employees No. 89.* Carpenters Hall, 437 High St.; 1st Sun.; Eugene J. Joyall, S., Billing St., R. F. D. No. 2, Willimansett; Michael Jess, B. A., Hotel Jess.
- Typographical No. 253.* Artisan Hall, 214 Maple St.; 4th Mon.; Chas. T. Fahey, S. T., 31 Pearl St.
- Wire Weavers Benevolent and Protective Association: Eastern Division.* (See SPRINGFIELD.)
- Wool Sorters No. 7.* Carpenters Hall, 437 High St.; W. J. Nimmo, R. S., 424 Maple St.

**Hudson.**

- Carpenters No. 400.* Hurlbert Hall, Main St.; 2d Tues.; George G. Wetherbee, R. S., Box 65, Gleasondale, Mass.
- Letter Carriers: Branch No. 1038.* At carriers' houses; whenever necessary; William J. Busby, S. T., 38 Park St.
- Typographical No. 281.* (See MARLBOROUGH.)

**Hull.**

- Carpenters No. 1645.* Bryan's Hall, 45 H St., Bay Side; 1st and 3d Wed.; W. W. Reddie, R. S., 56 Main St.; Leroy W. Beedle, B. A., 56 Hobart St., E. Braintree.

**Hyannis.**

- Carpenters No. 1008.* 1st and 3d Tues.; William H. Bearse, R. and F. S.

**Ipswich.**

- Carpenters No. 1159.* A. O. U. W. Hall, S. Main St.; Fri.; T. Roberts, R. S., East St.; Peter L. Deveau, F. S., 11 Browns Sq.
- Granite Cutters.* Robert J. Bruce, Shop Steward, 8 Brownsville St.; James Duncan, B. A., Quincy, Mass.
- Letter Carriers: Branch No. 1279.* Post Office, 46 Central St.; whenever necessary; William J. Barton, 50 Argilla Rd.

**LAWRENCE.**

- Bakers No. 23.* Labor Headquarters Hall No. 3, 665 Essex St.; 2d and 4th Sat.; Michael Fitzsimmons, R. S., 46 Water St.
- Barbers No. 235.* Red Men's Hall, 272 Essex St.; 4th Mon.; Joseph E. Bradley, C. and F. S., 680 Essex St.
- Bartenders No. 90.* Spanish War Veterans Hall, 2 Saratoga St.; 1st and 3d Sun. (July, Aug. and Sept., 1st Sunday only); Robert Pasquill, R. S., 100 Willow St.; James Hickey, B. A., 507 Essex St.
- Bill Posters and Billers No. 58.* Hurley's Bank Bldg., 264 Essex St.; 2d Sun.; T. J. Plomondon, S., 54 English St., Peabody; C. J. Roche, B. A., 107 Bailey St.
- Boot and Shoe Workers No. 119.* Labor Headquarters Hall No. 1, 665 Essex St.; 1st and 3d Mon.; George McCarthy, B. A., Room 6, 43 Broadway.
- Bottlers and Drivers No. 119.* Hurleys Bank Bldg., 264 Essex St.; 1st and 3d Sun.; Dennis A. Moynihan, F. S., 220 Hampshire St.
- Brewery Workmen No. 125.* Bavarian Hall, 51 Knox St.; 4th Mon.; Theodore Nees, S. and B. A., 83 Beacon St.
- Bricklayers and Masons No. 10.* Labor Hdqtrs., 665 Essex St., Hall No. 1; Fri.; Michael O'Brien, S. T., 293 Hampshire St.; Harry Clark, R. S., 25 Woodland St.
- Building Laborers No. 175.* Paul Chabis Hall, 109 Oak St.; 2d and 4th Thurs.; Andrie Schiro, F. S. and Pres., 233 Elm St.; John J. Hill, B. A., 31 Farnham St.
- Building Laborers No. 228.* Labor Hdqtrs., 665 Essex St., Hall No. 2; 1st and 3d Mon.; John Buckley, Treas., 45 Park St.; John J. Hill, B. A., 31 Farnham St.
- Carpenters No. 111.* Libbey Hall, 665 Essex St.; Tues.; Richard McNeice, R. S.; Mervin J. Boomhower, B. A., 48 Holly St.
- Carpenters No. 551* (French). Franco-American Hall, 253 Lowell St.; Fri.; Andre E. Trudel, F. S., 38 Morton St.; Mervin J. Boomhower, B. A., 48 Holly St.
- Carpenters No. 1092* (Shop Men). 665 Essex St.; Hall No. 1; 1st and 3d Thurs.; Napoleon Harnois, S., Salem Depot, N. H.; Mervin J. Boomhower, B. A., 48 Holly St.
- Carpenters No. 1566* (German). Turn Hall, 44 Park St.; 1st and 3d Wed.; John Herold, F. S., 30 Kental St.; Mervin J. Boomhower, B. A., 48 Holly St.
- Carpenters No. 1896* (Box Makers). Franco-American Hall, 253 Lowell St.; 2d and 4th Tues.; George E. Pelletier, F. S., 16 Wendell St.; Mervin J. Boomhower, B. A., 48 Holly St.
- Carpet Weavers No. 1113* (U. T. W.). Labor Hdqtrs., 665 Essex St.; 2d and 4th Thurs.; O. Quick, S., 21 Pleasant St.
- Cooks and Waiters No. 276.* Hurley Hall, Essex St.; John F. Cannon, S. T., 129 Lexington St.
- Dyers and Finishers No. 784.* Labor Hdqtrs., 665 Essex St., Hall No. 2; 1st and 3d Sun.; John Benson, F. S. and T., 41 Arnold St., Methuen.

Local Trade Unions.

**LAWRENCE — Con.**

*Electrical Workers No. 522.* Lincoln Hall, 292 Essex St.; 2d and 4th Thurs.; Edward W. Craig, R. S., 10 Kenwood St.; Roland B. Glines, Pres., P. O. Box 368.

*Engineers, Amalgamated Society of: Lawrence Branch No. 1011.* Essex House, Essex St.; alt. Tues.; George S. Bowyer, S., 55 Allston St.

*Granite Cutters: Lawrence Branch.* Franco-American Hall, 172 Broadway; 3d Tues.; James Payne, S. T., 83 Bailey St.

*Lathers No. 90* (Wood, Wire, and Metal). Labor Hdqtrs., 665 Essex St., Hall No. 3; semi-monthly; Alexander Adams, S. T., 62 Essex St.

*Letter Carriers: Branch No. 212.* Libbey Hall, 663 Essex St.; 2d Fri.; Leonard G. Trull, S., 64 Exchange St.

*Loomfixers No. 18.* Loomfixers Hall, 53 Margin St.; 1st and 3d Mon.; George G. Smith, F. S., 57½ Oakland Av., Methuen.

*Machinists: Lincoln Lodge No. 172.* Bugbee Hall, 288 Essex St.; 1st and 3d Thurs.; John Matthews, R. S., 803 Essex St.

*Maintenance of Way Employees (B. & M.).* Rameses Hall, Essex St.; 2d Sun.; P. Greaney, S., 8 Kimball St., Haverhill.

*Maintenance of Way Employees No. 284.* Bugbee Hall, 288 Essex St.; 4th Sat.; Thomas J. Finneran, S. T., 6 Daisy St.

*Molders No. 83.* Libbey Hall, 665 Essex St.; 1st and 3d Wed.; John J. Cassidy, C. S., 31 Sargent St., N. Andover; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood.

*Moving Picture Machine Operators No. 256.* Co-operative Bank Bldg., 293 Essex St.; 1st Tues.; Joseph A. Grondin, S., 113 Oxford St.; Charles P. Roche, B. A., 87½ Broadway.

*Mule Spinners Association No. 7.* Libbey Hall, 665 Essex St.; 2d and 4th Thurs.; Edward Lane, F. S., 16 Hawley St., or Box 268.

*Musicians No. 372.* 260 Essex St.; 1st Sun.; Max Kreysig, R. S., 43 Cambridge St.

*Painters and Decorators No. 44.* Franco-American Hall, 253 Lowell St.; Mon.; Eugene Larrivee, B. A., 36 Winter St.

*Pattern Makers Association.* Carpenters Hall, 184 Broadway; 3d Wed.; Thomas E. Burns, R. and F. S., 190 Farnham St.; M. R. Spinney, B. Mgr., 665 Washington St., Boston.

*Plasterers No. 102.* Labor Hdqtrs., 665 Essex St., Hall No. 2; 2d and 4th Tues.; W. J. Mahoney, S., 133 Margin St.; John J. Hill, B. A., 31 Farnham St.

*Plumbers and Steamfitters No. 283.* Bugbee Hall, 288 Essex St.; Fri.; Harry Halstead, S. T., 20 Bromfield St.; John J. Hill, B. A., 31 Farnham St.

*Printing Pressmen No. 89.* Essex House, Essex St.; 1st Tues.; Thomas Hay, S. T., 68 Newbury St.

*Railroad Trainmen: Merrimac Valley Lodge No. 688* (B. & M. R.R.). Black Prince Hall, 288 Essex St.; 2d and 4th Sun.; Charles W. Morgan, S., 152 Berkeley St.

*Railway Clerks: Lawrence Lodge No. 85.* Wonolancet Hall, 278 Essex St.; 1st Thurs.; J. L. Johnson, S. and B. A., 14 Stevens St.

**LAWRENCE — Con.**

*Roofers No. 8* (Composition, Slate, and Tile). 616 Essex St.; 1st and 3d Tues.; Charles Contois, R. S., 14 Elizabeth St.

*Stationary Firemen No. 18.* Labor Hdqtrs., 665 Essex St., Hall No. 2; 2d Sun. and 4th Fri.; Henry L. Hamm, R. S., 95 E. Haverhill St.; William A. Dawson, B. A., 94 Boxford St.

*Stereotypers No. 75.* (See LOWELL.)

*Street and Electric Railway Employees No. 261.* Bugbee Hall, 288 Essex St.; 1st and 3d Wed.; George Mingins, S. T., 99 Centre St., Methuen.

*Teamsters No. 156* (Lumber Teamsters and Handlers). Libbey Hall, 665 Essex St.; 2d Fri.; Thomas Tarren, F. S., 234 Pelham St., Methuen.

*Telephone Operators No. 18A.* Chamber of Commerce Rooms, Bay State Bldg., 301 Essex St.; 1st and 4th Tues.; Miss Annie Clark, R. S., 161 Arlington St.

*Theatrical Stage Employees No. 111.* Allied Theatrical Hdqtrs., 268 Essex St.; 2d Sun.; Thomas J. Moriarty, S. T. and B. A., 33 Durham St.

*Typographical No. 51.* Lincoln Hall, Pilgrim Blk., Essex St.; Mon. after 1st Sun.; Maurice A. Linehan, S. T., 6 Park St.; Joseph J. Dallas, B. A., 321 Old South Bldg., Boston.

*Wool Sorters No. 3.* Spanish War Veterans Hall, 2 Saratoga St.; 2d and 4th Mon.; George C. Atkinson, R. S., 14 Dewey St., Methuen.

**Lee.**

*Carpenters No. 1427.* Foresters Hall, Central Blk.; 2d and 4th Wed.; Charles A. Markham, R. S., 184 Summer St.; George J. Coles, B. A., R. F. D.

*Paving Cutters No. 170.* At quarry; 2d Mon.; Alexander Motherwell, S.

*Stone Cutters No. 24.* Foresters Hall, Main St.; 2d Mon.; Thomas McGregor, F. and C. S., Box 261.

**Lenox.**

*Bricklayers, Masons and Plasterers No. 16.* O'Brien's Hall, Main St., Lenoxdale; 2d and 4th Thurs.; Michael Halpin, F. S., P. O. Box 54.

*Carpenters No. 370.* Town Hall, Walker St.; 1st and 3d Tues.; John Darey, R. S., Box 10; George A. Graves, B. A., Lenoxdale.

*Painters, Decorators, and Paperhangers No. 378.* Town Hall, Walker St.; 1st Thurs.; M. B. Leary, F. S., Box 133.

*Plumbers and Steamfitters No. 306.* Town Hall, Walker St.; 1st Thurs.; Joseph H. Johnson, F. S., School St.

**Leominster.**

*Barbers No. 518.* Barber Shop, 12 Water St.; 3d Tues.; Domenick Sambito, C. and F. S., 12 Water St.

*Carpenters No. 794.* Foresters Hall, 36 Monument Sq.; 1st and 3d Tues.; Henry L. Thibadeau, F. S., 258 Mechanic St.; Albert Lafrennie, B. A., 59 Tisdale St.

## Local Trade Unions.

## Leominster — Con.

*Celluloid Workers No. 15357.* Colombo Hall, 256 Sixth St.; last Sun.; Paul C. Maniscalco, Pres., P. O. Box 275.

*Letter Carriers: Branch No. 431.* W. L. Valentine, S. T., 14 Winter St.; C. H. Brown, B. A.

*Piano and Organ Workers No. 7.* A. O. U. W. Hall, Main St.; 2d and 4th Tues.; Cornelius A. Scully, Pres., 214 Water St.

*Reed and Rattan Workers No. 1364.* Foresters Hall; 2d and 4th Wed.; Israel Malchman, R. S., 77 Tolman Av.; R. H. Perrault, F. S., 131 Fifth St.

*Street and Electric Railway Employees No. 22.* (See WORCESTER.)

*Typographical No. 623.* (See FITCHBURG.)

## Lexington.

*Letter Carriers: Branch No. 1359.* Living Room, Post Office, 5 Waltham St.; 2d Tues.; Roy A. McConnell, S. and B. A., 420 Massachusetts Av.

## LOWELL.

*Barbers No. 323.* Cotton Spinners Hall, 22 Middle St.; 1st and 3d Tues.; Martin J. Hoar, C. and F. S., 31 London St.

*Bartenders No. 85.* Grafton Hall, 212 Merrimack St.; 1st Sun.; John J. Quirk, S. and B. A., 10 Billings St.

*Beamers No. 1045* (U. T. W.). Council Hall, 32 Middle St.; 1st and 3d Wed.; Louis Sanscartier, R. S., 1193 Lakeview Av., Dracut; Walter G. Roche, B. A., 33 Lyon St.

*Beer Drivers No. 117.* Spinners Hall, 22 Middle St.; 2d Tues.; John M. Quigley, R. S., 62 Inland St.

*Blacksmiths and Helpers: Spindle City Lodge No. 57.* Trades and Labor Hall; 1st and 3d Tues.; Scott W. Ordway, R. S., 51 Cambridge St.

*Blacksmiths No. 243.* Trades and Labor Hall, 32 Middle St.; 1st and 3d Sat.; George Whalley, R. S., 15 Cambridge Pl.; P. J. McGarry, B. A., 696 Washington St., Boston.

*Boiler Makers No. 371* (B. & M. R.R.). North Hall, 84 Middlesex St.; 2d and 4th Wed.; Edmond P. Fontaine, Jr., C. S., 17 Second Av.

*Bottlers No. 190.* Spinners Hall, 22 Middle St.; 2d Mon.; Harvey L'Heureux, S., 40 Lincoln Pl.

*Brewery Workmen No. 318.* German Hall, 190 Plain St.; 2d Sun.; Frank Lutz, S., 7 Houghton St.

*Bricklayers No. 31.* Council Hall, 32 Middle St.; Fri.; George Perrault, Jr., C. and F. S.; 107 Farmland Rd.

*Building Laborers No. 1.* Council Hall, 32 Middle St.; Tues.; W. C. Gillin, R. S., 73 B St.

*Carpenters No. 49.* Carpenters Hall, Runels Bldg.; Tues.; William H. Handley, S., 125 Cross St.; Michael A. Lee, B. A., 64 Bartlett St.

*Carpenters No. 1468* (Millmen). Carpenters Hall, Runels Bldg.; 2d and 4th Fri.; Arthur H. Holstein, R. S., 15 Lombard St.; Michael A. Lee, B. A., 64 Bartlett St.

*Carpenters No. 1610* (French). Carpenters Hall, Runels Bldg.; Wed.; Alfred Beauchesne, R. S., 132 Gershom Av.; Michael A. Lee, B. A., 64 Bartlett St.

## LOWELL — Con.

*Carpenters No. 1728* (Box Makers). Carpenters Hall, Runels Bldg.; 1st Fri.; Joseph Geoffroy, R. S., 10 Butterfield St.; Michael A. Lee, B. A., 64 Bartlett St.

*Cigar Makers No. 255.* Labor Hall, 32 Middle St.; 1st Wed.; Thomas F. Garvey, F. S., 71 Lilley Av.

*City Fire Fighters No. 70.* Edward C. Cunningham, S., 109 Mammoth Rd.

*City Teamsters No. 87.* Odd Fellows Hall, 84 Middlesex St.; 1st Mon.; Francis J. Kierce, S. T., 34 Lyon St.

*Cloth Folders No. 955.* Textile Council Hall, 32 Middle St.; last Wed.; Edward S. Chambers, R. and C. S., 10 Fay St.; Thomas McMahon, B. A., 762 Atwell Av., Providence, R. I.

*Cotton Weavers Protective Association No. 26.* Matthew's Hall, Market and Central Sts.; 1st and 3d Fri.; Mrs. Annie Reagan, S., 206 South St., or Box 540.

*Die Polishers and Grinders No. 104.* West Hall, 84 Middlesex St.; 4th Sun.; Thomas P. Carty, S., 23 Abbot St.

*Dresser Tenders No. 931.* Small Hall, 32 Middle St.; 2d and 4th Mon.; Frank N. Stimpson, S. T. and B. A., 35 Carolyn St.

*Electrical Workers No. 562.* Railway Men's Hall, Runels Bldg.; 1st and 3d Mon.; C. V. Burdick, R. S., 658 Wilder St.

*Electrical Workers No. 588.* Odd Fellows Hall, 84 Middlesex St.; 1st and 3d Fri.; John A. Ryan, R. S., 144 Concord St.; Joseph F. Hurley, B. A., 74 Durant St.

*Granite Cutters: Lowell Branch.* Odd Fellows Hall, 84 Middlesex St.; 4th Tues.; George W. Merrill, S. T., 96 Dingwell St.

*Lathers No. 246.* Council Hall, 32 Middle St.; 1st and 3d Mon.; J. W. Howard, 15 D St.

*Leather Workers No. 14609.* Leather Workers Hall, 243 Central St.; 1st and 3d Tues.; Henry J. Newell, R. S., Box 953.

*Letter Carriers: Branch No. 25.* Elks Hall, Middle St.; David H. Dwyer, S., 177 Stackpole St.

*Loomfizers No. 734* (Cotton). Carpenters Hall, Runels Bldg.; Mon.; John Hanley, S., 32 Oliver St.; Moses L. Daigle, B. A., R. F. D. No. 2.

*Machinists No. 138.* Machinists Hall, 243 Central St.; 1st and 3d Fri. and 2d and 4th Sun.; Parker F. Murphy, R. S., 53 London St.; George H. McCabe, B. A., 30 Nichols St.

*Machinists: Old Homestead Lodge No. 319* (B. & M. R.R.). Odd Fellows Hall, 84 Middlesex St.; 1st and 3d Thurs.; H. A. Plumley, F. S., 13 Mason Av., N. Billerica.

*Machinists: Mayflower Lodge No. 738* (Women). Eagles Hall, 52 Central St.; 2d and 4th Tues.; Miss Ethel E. Sleeper, F. S., Room 24, 52 Central St.

*Machinists No. 745* (Fixers). Odd Fellows Hall, 84 Middlesex St.; 1st and 3d Sun.; Robert P. Dalton, F. S., P. O. Box 926.

*Machinists Helpers No. 972* (B. & M. R.R.). North West Hall, 84 Middlesex St.; 2d and 4th Wed.; Arthur W. Raymond, F. S., North Billerica, Mass.

## Local Trade Unions.

## LOWELL — Con.

- Maintenance of Way Employees: Lowell Lodge No. 43.* Lowell Hall, 84 Middlesex St.; 3d Fri.; Cyril F. Sleeper, S. T., Graniteville, Mass.
- Metal Polishers and Buffers No. 103.* Labor Hall, 32 Middle St.; 2d Tues.; Joseph Carter, F. S., 130 Hale St.
- Molders No. 85.* Council Hall, 32 Middle St.; 2d and 4th Mon.; Charles E. Anderson, C. R., 7 Bowden St.; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood.
- Moving Picture and Projecting Machine Operators No. 590.* Trades and Labor Hall, 32 Middle St.; last Wed.; Robert C. Gray, S. T., 1090 Bridge St., or P. O. Box 854; Charles F. Brennan, B. A., 15 Tyler St.
- Mule Spinners.* Spinners Hall, 22 Middle St.; 3d Fri.; Joseph F. Ashton, S., 403 Bridge St.
- Municipal Employees No. 14265 (Laborers).* 36 Middle St.; John T. Copley, B. A., 6 Rundlette Ct.
- Musicians No. 83.* Fiske Bldg., 219 Central St.; 2d Sun.; Harry E. Clay, S. T., 12 Orford St.
- Painters, Decorators, and Paperhangers No. 39.* Carpenters' Hall, Runels Bldg.; Thurs.; Napoleon L. Gendron, F. S., 33 Rock St.; John H. Murphy, R. S. and B. A., 235 Hale St.
- Pattern Makers Association (Branch of Boston Association).* North West Hall, 84 Middlesex St.; 1st and 3d Fri.; Philip Maguire, R. S., 30 Saratoga St.; Myron R. Spinney, B. A., Rm. 410, 665 Washington St., Boston.
- Pavers and Rammers No. 87.* Council Hall, 32 Middle St.; 3d Wed.; Patrick J. Guthrie, F. S., 44 Highland St.
- Paving Cutters No. 141.* Small Hall, 32 Middle St.; 1st Mon.; John A. Chapman, S., 64 Branch St.
- Plasterers No. 45 (Operative).* Council Hall, 32 Middle St.; 1st and 3d Fri.; James Walwood, S. T., 10 L St.
- Plumbers No. 400.* Union National Bank Bldg., 61 Merrimack St.; 1st and 3d Fri.; Denis J. Pendergast, F. S. T., 34 Phillips St.; James J. Quirk, B. A., 495 High St.
- Post Office Clerks No. 31.* Post Office; 2d Sat.; George P. Gately, S. T., 109 Forrest St.; F. V. Turnquist, R. S., 150 Myrtle St.
- Printing Pressmen No. 109.* Spinners Hall, 22 Middle St.; last Tues.; James A. Flynn, S. T., 12 Cedar St.
- Railroad Station Employees No. 2.* North Hall, 84 Middlesex St.; 4th Fri.; Edmond McNamara, S. T., 846 Lakeview Av.; F. B. McCarthy, Pres., 203 Mt. Vernon St.
- Railroad Trainmen: Spindle City Lodge No. 233.* Odd Fellows Hall, 84 Middlesex St.; 2d Sun. and last Fri.; J. M. Ward, S., 821 Bridge St.
- Railroad Workers No. 191.* 2d and 4th Thurs.; Ernest L. Whitney, R. S., 50 Ware St.
- Railway Carmen: Middlesex Lodge No. 135.* Odd Fellows Hall, 84 Middlesex St.; 1st and 3d Fri.; Albert H. Roper, R. S., 197 Grand St.; Clarence E. Dudley, B. A., 5 Ralph St.
- Railway Clerks: Lowell Lodge No. 94.* 26 Hurd St.; 1st Mon.; Cecil N. Hosmer, S. T., 147 Andrew St.

## LOWELL — Con.

- Railway Clerks: Spindle City Lodge No. 108 (B. & M.).* Odd Fellows Hall, 84 Middlesex St.; 1st Mon.; Edward W. Shay, S. T., 441 Westford St.; J. S. Jackson, B. A., 120 Gates St.
- Sheet Metal Workers No. 285.* North Hall, 84 Middlesex St.; 2d and 4th Tues.; Edward Hennrikus, F. S., 53 Fourth St.; Wilmer A. Newton, B. A., 14 Ralph St.
- Sheet Metal Workers No. 439 (R. R. Shopmen).* Odd Fellows Hall, 84 Middlesex St.; 2d Fri.; Charles W. Pierce, F. S., 8 Rogers St., N. Billerica.
- Stationary Firemen No. 14.* Council Hall, 32 Middle St.; 2d Thurs. and 4th Sun.; John W. Downing, S. T., 4 W. Eleventh St.
- Steam Engineers No. 352.* Republican Hall, 36 Central St.; Wed.; Joseph H. Muffett, F. S., 58 Maple St.
- Steamfitters, Sprinkler Fitters, and Gasfitters No. 499.* 32 Middle St.; 2d and 4th Wed.; James E. Curry, R. S., 22 Riverside St.; Bert J. Vining, F. S., 36 Fourth Av.
- Stereotypers No. 75.* Carpenters' Hall, Runels Bldg.; 1st Sun. of 3d month; William H. Roddy, S. T., 107 Hampson St., Dracut; John J. Sharkey, B. A., 70 Richfield St., Boston.
- Street and Electric Railway Employees No. 280.* St. Railway Men's Hall, Runels Bldg., Merrimack Sq.; 2d and 4th Tues.; Fred Crowley, Pres., 1097 Lakeview Av., Dracut.
- Street and Electric Railway Employees No. 551 (N. Chelmsford, Collinsville and Dracut).* Runels Bldg., Merrimack Sq.; 1st and 3d Tues.; George J. Bulmhead, R. S., 272 Walker St.
- Tailors No. 103.* Small Hall, 32 Middle St.; 1st Tues.; Charles A. Keefe, R. and F. S., 3 Pleasant St.
- Teamsters No. 72 (Coal).* Small Hall, 32 Middle St.; 1st Mon.; Nils Anderson, S. T., 133 Moore St.
- Teamsters No. 88 (Board of Health).* Council Hall, 32 Middle St.; 1st Sun.; John J. Wallace, R. S., 76 Walker St.
- Telephone Operators No. 19A.* Odd Fellows Hall, 84 Middlesex St.; 1st and 3d Tues.; Miss Mary Mitchell, R. S., 24 Sycamore St.; Miss Helen M. Moran, Pres., 9 Kimball Av.
- Theatrical Stage Employees No. 36.* Small Hall, 32 Middle St.; 2d Fri.; John W. Buey, R. S. and B. A., Box 1099.
- Twisters No. 1128 (U. T. W.).* Small Hall, 32 Middle St.; 2d and 4th Tues.; Frank Greenhalgh, S. T., 23 Robert St.
- Typographical No. 310.* G. A. R. Hall, 220 Merrimack St.; 3d Sat.; Fred A. Spead, S. T., 23 Whitney Av.
- Weavers No. 813 (Polish) (U. T. W.).* Small Hall, 32 Middle St.; 3d Sun.; Jozef Sajdak, F. S., 110 Common St.
- Wool Sorters No. 5.* Odd Fellows Hall, 84 Middlesex St.; 1st and 3d Tues.; Herbert Waterhouse, R. S., N. Chelmsford; John J. Whitaker, B. A., R. F. D., Tyngsborough.

## Local Trade Unions.

## LOWELL — Con.

*Woolen and Worsted Weavers No. 1007.* East Hall, 84 Middlesex St.; 1st and 3d Tues.; Miss Annie Duffy, S. T., 17 Wilson St., N. Billerica, or P. O. Box 305.

*Woolen Spinners No. 959.* Council Hall, 32 Middle St.; 2d and 4th Thurs.; George B. Allan, R. S., 15 Roper St.

## Ludlow.

*Machinists No. 464.* Masonic Hall, 28 Winsor St.; 1st Fri.; John Duncan, F. S., 90 East St.; George Yule, R. S., Maple St.

*Spinners No. 877 (U. T. W.).* Masonic Hall, 28 Winsor St.; 1st and 3d Mon.; Mrs. Mary Robertson, R. S., 10 Bristol St.

*Textile Workers No. 720 (U. T. W.).* Pulaski Hall, Parker St., Indian Orchard; 4th Thurs.; Jan Fierlit, T. and B. A., Box 472.

*Textile Workers No. 1114 (Portuguese).* Masonic Hall, 28 Winsor St.; Sun.; Miss Mary Oliveira, R. S., P. O. Box 1673; Joe Mnszewski, B. A., 21 Sanford St., Springfield.

## LYNN.

*Bakers No. 182.* Carpenters Hall, 62 Munroe St.; 2d and 4th Sat.; Alexander C. Anderson, S., 56 Henry Av.

*Bakers No. 183 (Hebrew).* 120 Market St.; 1st and last Fri.; S. Bernstein, F. S., 3 Little's Lane, Peabody.

*Barbers No. 347.* Emmet Hall, 120 Market St.; 2d Wed.; Frank Rogers, S. and B. A., 50A Rockaway St.

*Bartenders No. 86.* 10 Central Av.; 1st Sun.; John J. Griffin, S. T., 70 Adams St.

*Boot and Shoe Workers No. 205 (Mixed) (B. & S. W.).* 61 Exchange St.; 1st Thurs.; John D. Dullea, F. S. and B. A., Box 532.

*Bottom Finishers and Buffers No. 21 (U. S. W.).* 120 Market St.; 2d and 4th Mon.; James M. McDermott, F. S. and B. A.

*Bricklayers and Plasterers No. 12.* 515 Washington St.; Thurs.; Thomas Gavin, S., 88 Johnson St.

*Building Laborers Union No. 290.* Teamsters Hall, 35 Munroe St.; Tues.; John Carney, F. S., 44 Union Ct.

*Button Hole Operators, Finishers, Buttoners, and Eye-leters No. 38 (U. S. W.).* Elks Hall, 47 Exchange St.; 2d and 4th Tues.; Miss Delia Carrick, R. S., 31 Exchange St.; Charles O. Whidden, S. T., 31 Exchange St.

*Carpenters No. 595.* Carpenters Hall, 62 Munroe St.; Thurs.; George H. Murray, R. S., 26 Jackson St.; E. Lynn; A. W. Clark, B. A.

*Cigar Makers No. 65.* Teamsters Hall, 35 Munroe St.; 1st Thurs.; John J. Rorick, F. S., 180 Union St.

*City Employees No. 600.* Emmett Hall, 120 Market St.; 2d and 4th Mon.; Michael J. McGuire, F. S., 12 Waverly St.

*Cutters No. 62 (U. S. W.).* Cutters Hall, 7 Munroe St.; Thurs.; James P. Coleman, R. S.; William R. Blaisdell, B. A.

## LYNN — Con.

*Cutters No. 99 (B. & S. W.).* 61 Exchange St.; 4th Thurs.; John D. Dullea, F. S. and B. A., Box 532.

*Die Cutters No. 304.* Lasters Hall, 34 Andrew St.; 1st Thurs.; A. Theo. Nyberg, R. S., 9 Addison Av., E. Lynn.

*Edgemakers No. 1 (Allied Shoe Workers).* Walcott Hall, 158 Market St.; Tues.; Wilbur H. Peabody, R. S., 11 Rockdale Av., Peabody; John J. Gilbo, F. S. and B. A.

*Electrical Workers No. 377.* Carpenters Hall, 62 Munroe St.; 2d and 4th Mon.; C. G. Innis, R. S., 22 Green St.

*Electrical Workers No. 622 (Shop men).* On call; Charles D. Keaveney, Org., Box 676.

*Engineers, Amalgamated Society of: Lynn Branch No. 1013.* Columbia Hall, Federal St.; alt. Tues.; Frederick Moseley, S., 14 Tidd St., Swampscott.

*Goodyear Operators No. 2 (Allied Shoe Workers).* Walcott Hall, 158 Market St.; Thurs.; Wendell E. Dunbar, S. T. and B. A.

*Goodyear Operators No. 289 (B. & S. W.).* Sharon Hall, 61 Exchange St.; 4th Fri.; John D. Dullea, F. S. and B. A., Box 532.

*Granite Cutters: Lynn Branch.* Bay State Hall, 36 Market St.; 4th Mon.; William G. Manson, S. T., Box 92, Peabody.

*Grocery and Provision Clerks, Independent.* Sharon Hall, 61 Exchange St.; 1st and 3d Tues.; Lindsey R. Bassett, S., 39 Howard St.; Frank A. Sutton, B. A., 40 Ireson St.

*Heel Workers No. 3 (Allied Shoe Workers).* Walcott Hall, 158 Market St.; 1st and 3d Mon.; Frank J. McDermott, B. A., 63 Shepard St.

*Horseshoers No. 35, Journeymen.* Teamsters Hall, 35 Munroe St.; 2d Thurs.; John J. Burns, Pres., 81 Eutaw Av.

*Lasters No. 1 (U. S. W.).* Lasters Hall, 34 Andrew St.; Wed.; George E. Wadleigh, S.; Benjamin Fish, B. A.

*Lasters No. 32 (B. & S. W.).* 61 Exchange St.; 3d Thurs.; John D. Dullea, F. S. and B. A., Box 532.

*Lasting Machine Operators No. 5 (U. S. W.).* 120 Market St.; Tues.; Charles O. Whidden, S. T., 31 Exchange St.; George W. Savage, B. A.

*Last Makers No. 14375.* Jacques Cartier Hall, 93 Munroe St.; 1st and 3d Wed.; C. W. Day, S., 2 Lincoln Rd.

*Lathers No. 99 (Wood, Wire and Metal).* Carpenters Hall, 62 Munroe St.; 1st and 3d Wed.; Thomas Nugent, R. S., 31 Ireson St.

*Letter Carriers: Branch No. 7.* Sharon Hall, 61 Exchange St.; 2d Wed.; Frank C. Viall, S., 19 Hancock St.

*Machinists No. 471.* Teamsters Hall, 35 Munroe St.; Tues.; John J. Conley, R. S.; John H. Tagney, Pres., 12 Union Pl.

*Moving Picture Operators No. 245.* (See SALEM.)

*Musicians No. 126.* St. Jeans Hall, 93 Munroe St.; 2d and 4th Sun.; William T. Bond, S. T., 7A City Hall Sq.; B. C. McSheedy, Pres., Franklin Bldg., Salem.

Local Trade Unions.

LYNN — Con.

*Paeking Room Workers No. 8* (U. S. W.). Lasters Hall, 34 Andrew St.; Thurs.; Charles E. Boudreau, R. S.; G. Frank Newhall, B. A.

*Painters, Decorators and Paperhangers No. 111.* Painters Hall, 35 Munroe St.; Wed.; Edward January, F. S., 24 Astor St.; F. C. Barter, B. A., 219 Washington St.

*Pattern Makers: Lynn Branch of Boston Association.* Carpenters Hall, 62 Munroe St.; Thurs.; M. R. Spinney, B. A., 665 Washington St., Boston.

*Photo-Engravers No. 55.* By appointment; 2d Mon. or call of Pres.; Robert I. Lewis, S. T., 128 Myrtle St., Melrose.

*Plumbers No. 77.* Plumbers and Steamfitters Hall, 62 Munroe St.; Fri.; Joseph P. Curry, R. S., 447 Summer St., W. Lynn.

*Railway Clerks: Shoe City Lodge No. 95.* B. & M. Freight Office, Bennett St., W. Lynn; 1st Tues.; Joseph F. Harrigan, S. T., 64 Tudor St.; H. O. Hubon, Ch. Protective Com., 21 Pickman St., Salem.

*Roofers No. 36.* 62 Munroe St.; 1st and 3d Tues.; Andrew G. Horn, F. S., 31 Prospect St.

*Sheet Metal Workers No. 217.* S. P. S. Hall, 62 Munroe St.; 1st and 3d Wed.; L. W. Chase, R. S., 52 Crescent St., Swampscott; Irving G. Bowden, Treas., 36 Orchard St., W. Lynn.

*Shoe Stitchers No. 57* (Ladies) (U. S. W.). Elks Hall, 47 Exchange St.; Tues.; Miss Annie McCormack, R. S.; William O. Attwill, B. A.

*Shoe Workers No. 54* (Mixed) (U. S. W.). Lasters Hall, 34 Andrew St.; 2d Thurs.; Henry P. Dinan, B. A., 1 Suffolk Av., Swampscott.

*Sole Leather Workers No. 58* (U. S. W.). 120 Market St.; 1st and 3d Mon.; Edward F. Arquet, R. S.; John H. Quinn, B. A., 7 Fosdick Ter.

*Stationary Firemen No. 299.* Carpenters Hall, 62 Munroe St.; 1st and 3d Wed.; John Herlihy, Treas., 67 Franklin St.; Michael O'Brien, Pres., 75 Cottage St.

*Steam Engineers No. 52.* Hurley Hall, 93 Munroe St.; 1st and 3d Thurs.; H. B. Brown, S., 333 Union St.

*Steamfitters and Gasfitters No. 277.* Carpenters Hall, 62 Munroe St.; Mon.; George H. Stone, R. S., 15 Paradise Rd., Swampscott.

*Stitchers No. 17, McKay* (U. S. W.). 120 Market St.; Wed.; Charles O. Whidden, S. T., 31 Exchange St.; Ernest King, B. A.

*Stitchers No. 108* (B. & S. W.). 61 Exchange St.; 2d Thurs.; John D. Dulea, F. S. and B. A., Box 532.

*Stockfitters No. 68* (U. S. W.). Lasters Hall, 34 Andrew St.; 1st and 3d Wed.; Joseph F. Parks, F. S. and B. A., 32 Stewart St.

*Street and Electric Railway Employees No. 238.* Carpenters Hall, 62 Munroe St.; 1st and 3d Tues.; Edward B. Brennan, F. S., 354 Broadway; Thomas F. Glynn, B. A., 318 Euclid Av., E. Lynn.

*Teamsters Protective No. 42.* Teamsters Hall, 35 Munroe St.; Mon.; William A. Nealey, S. T. and B. A.

LYNN — Con.

*Telephone Operators No. 2A.* Moose Hall, 54 Central St.; 2d and 4th Mon.; Miss Kathryn Cleary, R. S., 36 Hollingsworth St.; Miss Laura B. Chaffee, Pres., 28 Pond St.

*Theatrical Stage Employees No. 73.* Teamsters Hall, 35 Munroe St.; Sat. before 3d Sun.; William C. Scanlan, R. and C. S., 125 Lawton St.

*Turn Workmen No. 3* (S. W. P.). 93 Munroe St.; Mon.; S. J. Pothier, S., 47 Locust St., Haverhill; John F. Bowen, B. A., 47 Locust St., Haverhill.

*Typographical No. 120.* Elks Hall, 31 Exchange St.; 1st Sun.; Thomas J. Minton, S., 34 Herbert St.

MALDEN.

*Carpenters No. 625.* Bailey's Hall, 56 Pleasant St.; Tues.; Charles Shanley, R. S., 64 Pearl St.

*Cigar Makers No. 97.* (See Boston.)

*Coal Teamsters and Helpers No. 314.* Hibernian Hall, 269 Charles St.; 2d Fri.; William R. Armstrong, Pres., 228 Pearl St.

*Grave Diggers of the World, Local No. 1.*

*Painters, Decorators, and Paperhangers No. 346.* Bailey's Hall, 56 Pleasant St.; 2d and 4th Wed.; John J. Lane, R. S., 19 Forest St.; John J. Fitzhenry, B. A., Norwood.

*Plumbers and Steamfitters No. 145.* Louise Hall, Pratt Bldg., Pleasant St.; 1st and 3d Fri.; Edward Devine, R. S., 300 Charles St.

*Sheet Metal Workers No. 415.* Deliberative Hall, 56 Pleasant St.; 1st Fri.; Robert Love, R. S., 14 Baldwin St.

*Stone Masons No. 37.* Bailey's Hall, 56 Pleasant St.; 1st Mon.; John E. Seander, F. S., 45 N. Milton St.

*Teamsters No. 319, City.* Hibernian Hall, 265 Charles St.; 2d Tues. and 4th Sun.; John J. Cronin, R. S., 233 Emerald St.

Manchester.

*Carpenters No. 924.* Central St.; 2d and 4th Wed.; W. B. Rodges, R. S., Box 75, or 6 Bridge St.

*Letter Carriers: Branch No. 1362.* 9 Brook St.; 1st Mon.; Allan P. Dennis, S.

*Painters, Decorators, and Paperhangers No. 797.* Carpenters Hall, Central Sq.; Mon.; Charles W. Sawyer, R. S., 7 Vine St.

Mansfield.

*Letter Carriers: Branch No. 1352.* Main St.; monthly; Ralph J. Morono, S., 12 Central St.

*Molders No. 372.* (See FRANKLIN.)

Marblehead.

*Carpenters No. 962.* Pleasant St.; Mon.; Ernest F. Nichols, R. S., 3 Evans Rd.; Louis Dumas, B. A., 71 Washington St., Salem.

*Carpenters No. 1583* (Shop and Mill Hands). 71 Washington St.; Fri.; August Carroll, Lincoln House, Salem.

*Lasters No. 35* (U. S. W.). Lasters Hall, School St.; Thurs.; John Coogan, F. S., 32 Barnard St.; Patrick J. Buckley, B. A., 176 Essex St., Salem.

## Local Trade Unions.

## Marblehead — Con.

*Painters No. 799.* Grader Blk., Pleasant St.; Tues.; Louis A. Ohm, R. S., 30 Russell St.  
*Turn Workmen No. 4* (S. W. P.). 100 Pleasant St.; Wed.; S. J. Pothier, S., 47 Locust St., Haverhill; John F. Bowen, B. A., 47 Locust St., Haverhill.

## MARLBOROUGH.

*Bartenders No. 92.* Burke's Blk., 118 Main St.; 1st Sun.; David J. Forrest, S. T., 26 Hill St.  
*Boot and Shoe Workers No. 59* (Mixed). Room 18, Burke Bldg., Main St.; Fri.; George McManamy, S. T.  
*Bricklayers, Masons and Plasterers No. 43.* Room 5, Burke's Blk., 118 Main St.; 2d and 3d Thurs.; W. M. Leonard, S., 37 Central St.  
*Carpenters No. 988.* Estabrook Hall, 200 Main St.; 2d and 4th Tues.; R. Harvey Taylor, R. S., 64 Chestnut St.  
*Cigar Makers No. 21.* Painters Hall, 118 Main St.; 1st Mon.; F. R. Bisson, S., 149 Lincoln St.  
*Cutting Die and Cutter Makers No. 302.* Painters Hall, 118 Main St.; 1st Wed.; Gustav Nelson, S., 9 Spring Hill Av.  
*Granite Cutters.* M. W. Mitchell, District Officer, 70 E. Main St.  
*Letter Carriers: Branch No. 6.* On call; Edwin F. Simpson, S. and B. A.  
*Musicians Protective No. 246.* Burke's Blk., 118 Main St.; 2d Sun.; Frank B. Proctor, S., 441 Lakeside Av.  
*Painters, Decorators, and Paperhangers No. 561.* Burke's Blk., 118 Main St.; Fri.; Thomas F. Naves, R. S., 20 Kirby St.  
*Plumbers No. 131.* Burke's Blk., 118 Main St.; 2d and 4th Tues.; H. M. Byrne, Pres., 58 Water St.; Hercule O. Levitre, C. S., Gibbon St.  
*Sheet Metal Workers No. 129.* Room 5, Burke's Blk., 116 Main St.; 1st and 3d Thurs.; Louis E. Burness, R. S., 277 Mechanic St.  
*Street and Electric Railway Employees No. 620.* (See FRAMINGHAM.)  
*Typographical No. 281* (Marlborough and Hudson). Various shops; 1st Wed.; N. W. Brown, S. T., Hotel Preston.

## Maynard.

*Carpenters No. 1418.* Masonic Hall, Maynard Blk.; 1st and 3d Fri.; Daniel J. Dwyer, F. S., Box 456, or 9 Pine St.; Daniel Colbert, R. S.  
*Loomfixers No. 401.* Odd Fellows Hall, Nason St.; 2d Thurs.; J. A. Smith, R. S., Gen. Del.; Everett C. Marchant, F. S., Box 771.  
*Mule Spinners No. 787.* Odd Fellows Hall, Nason St.; 4th Thurs.; John O'Leary, F. S., Box 59.  
*Sewers No. 944* (U. T. W.). Holy Name Rooms, cor. Summer and Nason Sts.; 2d Thurs.; Miss Susie Coady, R. S., Box 376.  
*Spoolers and Drawing-in Girls No. 947* (U. T. W.). Masonic Hall, Main St.; 1st Mon.; Mrs. Emily E. Bamford, R. S., P. O. Box 372.  
*Telephone Operators No. 12A.* (See CONCORD.)  
*Textile Workers No. 771.* Masonic Hall, Main St.; 4th Thurs.; Joseph Parkin, F. S., Box 393.

## MEDFORD.

*Carpenters No. 777.* Spanish War Veterans Hall, 38 High St.; Tues.; Arch Neilson, R. S., 89 Fremont St., Somerville.  
*Municipal Laborers No. 941.* Spanish War Veterans Hall, 38 High St.; 1st and 3d Thurs.; Philip Hogan, F. S., Auburn St.  
*Painters, Decorators, and Paperhangers No. 605.* Spanish War Veterans Hall, 38 High St.; 2d and 4th Thurs.; Samuel Bunney, F. S., 287 Salem St.; J. H. Fitzhenry, B. A., 862 Washington St., Norwood.

## MELROSE.

*Carpenters No. 760.* Porter Hall, Main St.; 2d and 4th Mon.; F. W. Van Cor, R. S., 90 Sargent St., Melrose Highlands; John G. Cogill, B. A., 27 Glen Ct., Malden.  
*City Employees No. 805.* 52 Grove St.; last Tues.; Frank McHugh, S., 9 Faulkner Pl.  
*Painters, Decorators, and Paperhangers No. 784.* F. R. Buker, R. S., 457 Main St.

## Methuen.

*Carpenters No. 1215.* Odd Fellows Hall, Hampshire St.; 1st Fri.; Sidney R. Allery, R. S., 127 Forest St., R. F. D.; Melvin J. Boomhower, B. A., 48 Holly St., Lawrence.

## Middleborough.

*Boot and Shoe Workers No. 20* (Mixed). Red Men's Hall, S. Main St.; 2d and 4th Tues.; Elmer E. Phinney, F. S. and T., L. B. 71; Sylvanus L. Brett, B. A., 11 Rock St.  
*Carpenters No. 1271.* Robinson Hall, N. Main St.; 1st and 3d Tues.; Louis D. Churbuck, R. S., 22 School St.; William S. Anderson, B. A., 102 Pearl St.  
*Letter Carriers: Branch No. 594.* Carriers Room, P. O.; F. N. Woodward, S., 7 Southwick St.  
*Musicians No. 491.* Bay State Band Room, 1 N. Main St.; 1st Sun.; Carl S. Oakes, S., 36 Forest St.

## Milford.

*Barbers No. 144.* Carpenters Hall, Lincoln Sq. Blk., Main St.; 3d Thurs.; Harry A. Nichols, S. T., 14 Exchange St.  
*Bartenders No. 96.* A. O. H. Hall, 224 Main St.; 1st Sat.; Joseph Naughton, F. S., 31 Forest St.; Thomas Sheehan, B. A., 96 Main St.  
*Boot and Shoe Workers No. 40* (Mixed). Elks Hall, Gillon Blk., 189 Main St.; 4th Mon.; John F. Reardon, S. T. and B. A.  
*Carpenters No. 867.* Carpenters Hall, 134 Main St.; 1st and 3d Tues.; Milo B. Lyman, R. S., Prentice Av.; Oliver Jonah, B. A., 62 Madison St., Worcester.  
*Cigar Makers No. 160.* Carpenters Hall, Lincoln Sq. Blk.; 1st Mon.; Joseph Jiskra, F. S., Box 162.  
*Granite Cutters: Milford Branch.* Red Men's Hall, Main St.; 3d Fri.; Arthur J. Snow, C. S., 5 Mechanic St.



**Local Trade Unions.**

**Milford — Con.**

*Letter Carriers: Branch No. 308.* Post Office; Gilbert A. Burt, S., 36 Church St.  
*Machinists: Hopedale Lodge No. 48.* (See FRAMINGHAM.)  
*Painters and Paperhangers No. 216.* Lincoln Sq. Blk., Main St.; 2d and 4th Mon.; John Grant, R. S., 27 Forest St.  
*Plumbers No. 546.* A. O. H. Hall, 224 Main St.; 4th Fri.; Edmund M. Swan, S., 16 Gibbon Av.  
*Quarry Workers No. 71.* A. O. H. Hall, 224 Main St.; 3d Fri.; Ambrogia Bonetta, F. S., 9 North St.  
*Steam Engineers No. 73.* Carpenters Hall, Lincoln Sq. Blk., Main St.; 2d Fri.; William F. McAvoy, F. S., 318 Main St.

**Millers Falls.** (See MONTAGUE.)

**Milton.**

*Carpenters No. 1738.* Johnson Hall, Adams St.; 1st and 3d Mon.; P. L. Hutchinson, R. S., 70 Hollingsworth St., Mattapan.

**Monson.**

*Granite Cutters: Monson Branch.* A. O. U. W. Hall, Main St.; 3d Fri.; William O'Brien, Dist. Officer, Box 586, or Pleasant St.

**Montague.**

(MILLERS FALLS AND TURNERS FALLS.)

*Iron Molders No. 347.* (See GREENFIELD.)  
*Letter Carriers: Branch No. 1614* (Turners Falls). 36 Second St.; last day of the month; Jacob L. Alber, S., 76 Second St.; William H. Griesbach, B. A.  
*Metal Polishers, Buffers, Platers, etc., No. 174* (Millers Falls). Wheeler Hose House, Main St.; 2d Fri.; Daniel C. Donohue, F. S., 30 Franklin St., Millers Falls.  
*Paper Makers No. 10* (Turners Falls). Bohemian Hall, K St., Turners Falls; 1st Sun.; E. S. Slate, S., Montague City, Mass.  
*Paper Makers Progressive Lodge No. 114* (Millers Falls). Red Men's Hall, Main St.; 1st Tues.; M. J. Hopkins, R. S., Bridge St., Millers Falls.  
*Stationary Firemen No. 83* (Turners Falls). A. O. H. Hall, Av. A; last Sun.; Jeremiah J. Sullivan, S. T., 5 N St., Turners Falls.

**Nahant.**

*Town Employees No. 655.* Truck House, Nahant Rd.; 3d day of month; Herbert Coles, S., 22 Summer St.

**Nantucket.**

*Letter Carriers: Branch No. 1661.* Joseph M. Swain, S., 32 Pearl St.

**Natick.**

*Boot and Shoe Workers No. 244* (Mixed). U. S. War Veterans Hall, Main St.; 2d and 4th Thurs.; George Rokes, F. S., 10 High St.; B. J. Healey, B. A., 14 Morse St.

**Natick — Con.**

*Carpenters No. 847.* G. A. R. Hall, 4 Main St.; Mon.; Leon V. Rogers, R. S., 1 Farwell St.; L. H. Johnson, B. A., 251 Washington St., Newton.  
*Letter Carriers: Branch No. 362.* G. A. R. Hall, Main St.; 3d Tues.; Jeremiah F. Kiley, S.  
*Machinists: Hopedale Lodge No. 48.* (See FRAMINGHAM.)  
*Musicians No. 393.* Labor Hall, Main St.; 2d Sun.; W. D. Andrews, Pres., 44 Franklin St., Framingham.  
*Painters, Decorators, and Paperhangers No. 916.* C. L. U. Hall, Central St.; 1st and 3d Wed.; Fred G. Briggs, F. S., 29 Walnut St., Needham; John J. Fitzhenry, B. A., 862 Washington St., or Box 43, Norwood.  
*Plumbers and Steamfitters No. 448.* Downs Hall, S. Main St.; 1st and 3d Thurs.; Charles Simmons, R. S., 26 Sherman St.  
*Sheet Metal Workers No. 200.* Tontian Hall, Main St.; 2d Mon.; William W. Bean, S., Box 289, Ashland.  
*Teamsters Protective No. 326.* Cadet Band Room, Main St.; 1st and 3d Mon.; George E. Yeo, S. T. and B. A., 2 Foskett Ct.; Ralph R. Dunham, S Maple St.

**Needham.**

*Carpenters No. 693.* Carpenters Hall, Chapel St.; Tues.; F. N. Smith, R. S., Grant St.; L. H. Johnson, B. A., 474 Albermarle Rd., W. Newton.

**NEW BEDFORD.**

*Barbers No. 447.* Labor Temple, 746 Pleasant St.; 3d Mon.; Philip Monty, Jr., C. and F. S., 1815 Purchase St.  
*Bartenders No. 100.* Dawson Bldg., 1851 Purchase St.; 1st and 3d Sun., Oct. to May, inc.; Michael H. Sullivan, F. S. and B. A., 27 Trinity St.  
*Boiler Makers: Whaling City Lodge No. 532.* British Veterans Hall, Hillman and Purchase Sts.; 1st and 3d Tues.; James Maiden, S., 22 Cleveland St.  
*Boot and Shoe Workers No. 238.* Eagle Hall, 100 High St.; 2d Thurs.; Peter F. Mulkerne, F. and C. S., 93 Armour St.  
*Bottlers No. 224.* German Club Hall, 14 Adams St.; 2d and 4th Thurs.; Joseph Galbert, C. S., 457 Coggeshall St.  
*Brewery Workmen No. 197.* Ward One Social Club, Purchase St.; 2d Tues. and last Mon.; Frank Tighe, S., 128 Shawmut Av.  
*Bricklayers and Plasterers No. 39.* 153 Union St.; Wed.; J. Pieraccini, R. and C. S., 390 Maxfield St.  
*Card Pickers and Ring Spinners Association No. 36.* Spinners Hall, 832 Purchase St.; 2d and 4th Tues.; James H. Simpson, S. and B. A., 23 Ashley St., Cove Village.  
*Carpenters No. 1021* (French). Carpenters Hall, 153 Union St.; Mon.; Thomas Roy, R. S., 23 Adams St.; Dolar A. Houle, B. A., 128 Tinkham St.

## Local Trade Unions.

## NEW BEDFORD — Con.

- Carpenters No. 1287.* 153 Union St.; Tues.; George H. Gifford, R. S.; Dolar A. Houle, B. A., 128 Tinkham St.
- Carpenters No. 1733* (Portuguese). 153 Union St.; 1st and 3d Fri.; John da Silva, R. S., 242 Purchase St.; Dolar A. Houle, B. A., 128 Tinkham St.
- City Employees No. 185.* Weavers Hall, 746 Pleasant St.; 2d and 4th Sun.; John F. Daley, F. S., 1427 Pleasant St.
- Culinary Alliance No. 296* (Hotel and Restaurant Employees). Rms. 7 and 8, Theatre Bldg., 251 Union St.; 4th Wed.; Edward T. Smith, F. S. and B. A., 242 Ash St.
- Dresser Tenders No. 1* (Nat. Amal.). Spinners Hall, 832 Purchase St.; 2d Wed.; Joseph H. Gordon, S., 1631 Purchase St.
- Electrical Workers No. 144* (Telephone Employees). Book Store Bldg., 222 Union St.; 1st Wed.; Frederick L. Holt, R. S., 979 Pleasant St.
- Electrical Workers No. 224.* Theatre Bldg., 251 Union St.; Mon.; L. H. Faucher, R. S., 383 Cedar St.; George I. Sanderson, B. A.
- Engineers, Amalgamated Society of: New Bedford Branch.* Weavers Hall, 746 Pleasant St.; alt. Tues.; Daniel Wood, S., 62 Hathaway Av.; Samuel Lane, B. A., Lafrance St.
- Flint Glass Workers No. 17* (Blowers). Weavers Hall, 746 Pleasant St.; 1st Mon.; John McNamee, F. S., 66 Hall St.
- Flint Glass Workers No. 113* (Cutters). Tigers Hall, 855 Purchase St.; 1st and 3d Mon.; Harry Gleason, R. and C. S., 291 Rivet St.
- Granite Cutters: New Bedford Branch.* Labor Temple, 746 Pleasant St.; 1st Thurs. on or after the 15th; James McGrath, S. T., 11 Reynold St.
- Hod Carriers and Common Laborers No. 385.* 746 Pleasant St.; Thurs.; Joseph Drouin, S., 326 N. Front St.; Walter Barnes, B. A., 582 Dartmouth St.
- Lasters No. 27* (B. & S. W.). Labor Temple, 746 Pleasant St.; 1st Fri.; Hurlburt E. Card, F. S. and T., 210 Austin St.
- Letter Carriers: Branch No. 13.* Jenney's Hall, 768 Pleasant St.; 1st Sat.; Harry Rosenthal, S., Post Office, or 600 Union St.
- Loomfixers Association.* Dawson Hall, cor. Linden and Purchase Sts.; 2d Fri.; William R. Grindrod, S. and B. A., Box 72 or 349 Summer St.
- Machinists No. 218.* Labor Temple, 746 Pleasant St.; 1st and 3d Thurs.; Arthur Brooks, S., River Rd.
- Moving Picture Local No. 334.* Rooms 7 and 8, Theatre Bldg.; 1st Tues.; Walter O. Smith, F. S., Box 379; Fred C. Burke, B. A., 570 Summer St.
- Mule Spinners No. 2.* Spinners Hall, 832 Purchase St.; 3d Tues.; Samuel Ross, S. and B. A., 68 Willis St.
- Musicians Protective No. 214.* Tigers Association Hall, Purchase St.; 1st Sun.; Alexander Kartstein, S., 386 Bedford St.
- Painters, Decorators, and Paperhangers No. 691.* Labor Temple, 746 Pleasant St.; Mon.; Henry Richards, R. S., Box 42; George Richards, T. and B. A., Cross Rd., N. Dartmouth.

## NEW BEDFORD — Con.

- Plumbers No. 53.* Rms. 1 and 2, Theatre Bldg.; 2d and 4th Wed.; Charles A. DeLoid, R. S., 180 Purchase St.
- Quillers and Beamers.* (See *Weavers No. 13*, Nat'l Amal.)
- Railway Clerks No. 68.* Eagle Hall, High St.; 3d Sun.; Henry A. Fortier, R. S., 1082 County St.
- Ring Twisters and Finishers No. 32.* Moose Hall, Sixth St.; 2d Thurs.; Manuel F. Silva, S. and B. A., 706 Purchase St.
- Sheet Metal Workers No. 289.* Labor Temple, 746 Pleasant St.; 2d and 4th Tues.; Earl F. Lovejoy, F. S. and T., 147 Merrimac St.; George Sanderson, B. A., Rm. 7, Theatre Bldg.
- Shoe Stitchers and Cutters No. 243* (B. & S. W.). Weavers Hall, 746 Pleasant St.; 2d Thurs.; George D. McCarthy, F. S. and B. A., Box 268.
- Stationary Firemen No. 294.* Spinners Hall, 832 Purchase St.; 1st and 3d Fri. and 2d Sun.; Martin McCoy, S. T., 81 Walden St.
- Steam Engineers No. 135.* Theatre Bldg.; 251 Union St.; 1st and 3d Thurs.; Carl F. Hayward, S. T., 197 Campbell St.; Charles Corcoran, B. A., 128 Myrtle St.
- Steamfitters and Helpers No. 644.* Theatre Bldg., 251 Union St.; 2d and 4th Thurs.; Chester E. Morse, S. T., 47 Locust St.; George I. Sanderson, B. A.
- Teamsters No. 461.* Labor Temple, 746 Pleasant St.; 1st and 3d Sun.; Joseph U. Hubbard, S. T., 379 Cedar St.
- Telephone Operators No. 6A.* Rms. 303-304, 222 Union St.; 2d and 4th Thurs.; Miss Viola C. Chace, R. S., 75 West St.
- Theatrical Stage Employees No. 131.* Room 9, Theatre Bldg.; 2d Sun.; Fred C. Burke, F. S. and B. A., 570 Summer St., or Box 1.
- Theatrical Stage Employees No. 334.* (See *Moving Picture Machine Operators.*)
- Typographical No. 276.* Labor Temple, 746 Pleasant St.; last Sun. (except July and Aug.); Frank C. Bliffins, S. T., 411 Pleasant St.
- Warp Twisters.* Labor Temple, 746 Pleasant St.; 3d Fri.; Walter Barlow, S., 5 Ashley St., Cove Village, New Bedford.
- Weavers Protective Association No. 2* (Cotton). Labor Temple, 746 Pleasant St.; 2d Tues.; Abraham Binns, S.
- Weavers No. 13* (Nat. Amal.) (Quillers and Beamers). Franco-American Federation Hall, W. French Av.; 1st and 3d Sun.; Patrick J. Coyne, S., 67 Roosevelt St.; Joseph F. Routhier, B. A., 10 Roosevelt St.
- Yarn Finishers Association* (Nat. Amal.). 746 Pleasant St.; 1st Thurs.; Charles A. Blanchett, S., 32 Woodlawn St.

## NEWBURYPORT.

- Allied Shoe Workers.* Moose Hall, 6 Charter St.; 1st Mon.; George Anderson, care of George Castle, 12 School St.; E. E. Melanson, B. A., 1 Friend St.

Local Trade Unions.

NEWBURYPORT — Con.

- Barbers No. 773.* 14 State St.; 2d Thurs.; Frank M. McGlew, C. and F. S., 5 Pleasant St.
- Bricklayers, Masons, and Plasterers No. 41.* Carpenters Hall, 12½ State St.; Mon. nearest middle of month; Frank W. Marshall, C. S., 386 High St.; T. H. McCarthy, B. A., 28 Warren St.
- Carpenters No. 989.* Carpenters Hall, 12½ State St.; 1st, 3d, 4th and 5th Thurs.; Frank S. Heath, R. S., 14 Dalton St.
- Electrical Workers No. 687* (Mixed). Moose Hall, 7 Charter St.; 1st Wed.; Frank Creeden, F. S., 195 Merrimack St.
- Iron Molders No. 474.* Moose Hall, Charter St.; 3d Wed.; George Clough, C. S., 5 California St.; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood.
- Letter Carriers: Branch No. 108.* Post Office, Inn St.; at call of Pres.; John D. King, S.
- Musicians Protective No. 378.* 25 Market Sq.; 1st Sun. in Jan., April, June and Oct.; T. B. Hughes, S. T., 56 Kent St.
- Painters No. 582.* Carpenters Hall, 12½ State St.; 1st and 3d Wed.; Charles M. Morrill, R. S., Box 97, W. Newbury; James Harker, B. A., Bridge Rd., R. F. D., Salisbury.
- Shoe Workers No. 101* (U. S. W.) (Mixed). A. O. H. Hall, Pleasant St.; R. S. Hunt, F. S., 18 Summit Pl.
- Telephone Operators No. 33A.* Lafayette Hall; 2d Fri.; Miss Elizabeth A. Haley, F. S. and T., 11 Walnut St.
- Typographical No. 686.* 42 Inn St.; 2d Wed.; Daniel Foster, S. T., 13 Otis Pl.

NEWTON.

- Bricklayers and Masons No. 32.* Nonantum Hall, 251 Washington St.; Mon.; Thomas P. Dorsey, R. S., 21 Emerson St.; John F. Cavanagh, F. S., 16 Middle St.
- Carpenters No. 275.* Nonantum Hall, 251 Washington St.; Tues.; A. T. Clark, F. S., 56 Morse St.; John R. Fanning, B. A., 29 Winona St., Auburndale.
- Carpenters No. 680* (Newton Centre). Circuit Hall, Langley Rd., Newton Centre; Tues.; W. E. Corkum, R. S., 14 Lyman St., Newton Centre; John R. Fanning, B. A., 29 Winona St., Auburndale.
- Carpenters No. 708* (West Newton). A. O. U. W. Hall, 1301 Washington St.; Fri.; John R. Fanning, R. S. and B. A., 29 Winona St., Auburndale.
- Carpenters No. 1600* (Mill). Nonantum Hall, 251 Washington St.; Thurs.; M. L. Chivers, R. S., 19 Maple St.; John R. Fanning, B. A., 29 Winona St., Auburndale.
- City Employees No. 175.* Hibernian Hall, Washington St.; 1st and 3d Fri.; William B. Fitzgerald, R. S., 112 Carlisle St., Newton Centre.
- Painters, Decorators, and Paperhangers No. 545.* Carpenters Hall, Nonantum Bldg.; 1st and 3d Wed.; William Alfred, R. S., 7 Park St.; John J. Fitzhenry, B. A., 862 Washington St., Norwood, or Box 43, Norwood.

NEWTON — Con.

- Plumbers No. 201* (West Newton). Nonantum Hall, 251 Washington St.; 1st and 3d Fri.; Fred Simpkins, R. S., 50 Beecher Pl., Newton Ctr.; L. J. Hickman, S. T., 366 Langley Rd., Newton Ctr.

NORTH ADAMS.

- Barbers No. 126.* C. L. U. Hall, 101 Main St.; last Tues.; Patrick H. Nagle, S., 44 Eagle St.
- Bartenders No. 125.* C. L. U. Hall, 101 Main St.; 1st Sun.; C. W. Murray, F. S., 65 River St.; J. E. Belanger, B. A.
- Bricklayers, Masons, and Plasterers No. 18.* Rm. 605, Dowlin Blk., 101 Main St.; Mon.; George H. Smith, R. S., 264 Ashland St.
- Carpenters No. 193.* Rms. 210-212, Dowlin Blk., 101 Main St.; Wed.; S. H. Crum, R. S., 291 Ashland St.
- Cigar Makers No. 206.* C. L. U. Hall, 101 Main St.; 1st Tues.; E. R. Stein, F. S., 15 Highland Av.
- Electrical Workers No. 289* (Telephone Workers). Telephone Club Hall, 69 Main St.; 2d and 4th Fri.; B. H. Harvie, F. S., 6 Magnolia Ter.
- Electrical Workers No. 385* (Mixed). Telephone Club Hall, 69 Main St.; 1st and 3d Thurs.; Oscar A. Hellig, F. S., 9 Kipper St., Adams.
- Lasters No. 165* (B. & S. W.). B. & S. W. Hall, 101 Main St.; 2d Tues.; Francis J. Fleming, F. and R. S., 85 River St.
- Letter Carriers: Branch No. 103.* 2d Wed.; James A. Reagan, S., 14 Jackson St.
- Loomfixers No. 38.* St. Jean Baptiste Hall, Bank St.; 2d and last Fri.; Robert O'Connor, C. S., 24 Jackson St.
- Molders No. 300.* Foresters Hall, Hoosick Bank Bldg., Main St.; 3d Mon.; Ernest M. Russell, C. R., 150 Eagle St.; James A. Loveday, B. A., 763 Asylum St., Hartford, Conn., or Box 180, Hartford, Conn.
- Musicians No. 96.* C. L. U. Hall, 101 Main St.; 1st Sun.; quarterly; Philip L. Lewis, S., 129 River St.
- Painters, Decorators, and Paperhangers No. 2.* C. L. U. Hall, 101 Main St.; Mon.; Charles C. Murphy, R. S., 53 Chase Av.
- Plumbers No. 578.* Dowlin Blk., 101 Main St.; alt. Fri.; John Petty, R. S., 42 Meadow St.
- Railroad Station Employees No. 13* (B. & M. R.R.). Firemen's Hall, Main St.; 4th Thurs.; Patrick J. O'Leary, R. S., 4 Crossey Pl.
- Railroad Telegraphers No. 30.* Labor Temple, Troy, N. Y.; last Sat.; J. W. Banker, S., Schaghticoke, N. Y.
- Railway Clerks: Hoosac Lodge No. 324.* Moose Hall, Main St.; last Fri.; Miss Bessie J. Lent, F. S. and T., 266 Ashland St.
- Shoe Cutters No. 163* (B. & S. W.). B. & S. W. Hall, Main St.; 4th Fri.; L. E. Tyler, S. T., 81 Veazie St.
- Sole Fasteners No. 201* (B. & S. W.). B. & S. W. Hall, 101 Main St.; 1st and 3d Tues.; James F. McNeill, F. S., 18 Hall St.
- Stationary Firemen No. 100.* C. L. U. Hall, 101 Main St.; 1st Thurs. and 4th Sun.; John D. Reardon, S. T., 21 Owens St.

## Local Trade Unions.

**NORTH ADAMS — Con.**

- Stitchers No. 285* (B. & S. W.). St. Jean Hall, 16 Bank St.; 2d Fri.; Miss Gertrude Ducharme, F. S., 27 Hall St.
- Tailors No. 353*. Boland Co. Work Shop, Bank St.; 2d Sun.; P. H. Egnateff, S., Box 452.
- Telephone Operators No. 244*. Telephone Club Hall, 69 Main St.; 1st Tues. and last Wed.; Miss Anna L. Marshall, R. S., 81 Ashland St.
- Theatrical Stage Employees No. 33*. Moose Hall, Main St.; 1st and 3d Sun.; William A. Robare, F. S. and T., 19 Fuller St.
- Treers and Finishers No. 212* (B. & S. W.). Owls Hall, 112 Main St.; 1st Fri.; Tibbitts M. Northup, F. S., 84 Holden St.
- Typographical No. 316*. St. Jean Baptiste Hall, Bank St.; 2d Tues.; Francis M. Sullivan, S. T., Box 384.

**NORTHAMPTON.**

- Barbers No. 34*. Board of Trade Rooms, 59 Main St.; 4th Tues.; Thomas P. D. Gordon, C. and F. S., 32 Pleasant St.
- Bartenders No. 113*. Board of Trade Rooms, 59 Main St.; 2d Sun.; Michael J. O'Neil, S. T., 18 Masonic St.
- Boiler Makers: Franklin Lodge No. 517*. 17 Strong Av.; 4th Fri.; Timothy Scannell, F. S., 68 Hope St.
- Bricklayers and Plasterers No. 4*. Board of Trade Rooms, 59 Main St.; 2d and 4th Mon.; Patrick F. Lyons, C. S., 3 Massasoit Av.
- Building Laborers No. 23*. A. O. H. Hall, 90 Main St.; 1st and 3d Mon.; Frank J. Russell, S., 3 Warfield Pl.
- Carpenters No. 351*. K. of C. Hall, 39 Main St.; 1st and 3d Fri.; Michael E. Garvey, R. S. and B. A., 163 Prospect St.
- Cigar Makers No. 396*. Board of Trade Rooms, 59 Main St.; 1st Thurs.; Philip Benjamin, R. S., Box 54.
- Electrical Workers No. 710*. Board of Trade Rooms, 59 Main St.; 1st and 3d Tues.; Harold L. McBreen, R. S., Box 604; Thomas Chaisson, F. S., Box 604.
- Iron Molders No. 295* (Florence). Pastime Club, Main St.; 1st Mon.; W. E. Dunphy, C. R., 78 West St., Florence; James A. Loveday, B. A., 763 Asylum St., Hartford, Conn.
- Knitters No. 12, Full Fashioned*. Board of Trade Rooms, 59 Main St.; 2d Tues. and 4th Fri.; Robert Underwood, F. S., Central Chambers.
- Lathers No. 393* (Wood, Wire and Metal). Rochambeau Hall, Strong Av.; 1st Mon.; Albert La Pointe, S. T., Southwick Bldg.; Arthur Dragon, B. A., 29 Warner St.
- Letter Carriers: Branch No. 64*. William P. Donovan, S.
- Machinists No. 723*. Moose Hall, Pleasant St.; 2d and 4th Wed.; John G. Shea, R. S., 32 Water St., Florence; William J. Murphy, B. A., 257 Main St., Springfield.
- Maintenance of Way Employees No. 64*. A. O. H. Hall, 90 Main St.; 1st Sat.; Francis Loveage, S. T., 159 Chapman St., Greenfield.

**NORTHAMPTON — Con.**

- Metal Polishers No. 139* (Bay State). German Hall, Riverside Drive; 2d and 4th Tues.; Harry G. Bingley, R. S., 147 Riverside Drive.
- Musicians Protective No. 220*. Odd Fellows Hall, Center St.; 1st Sun.; Orrin J. Blinn, S., Haydenville, Mass.; Harry Bingley, B. A., Bay State, Mass.
- Painters No. 646*. A. O. H. Hall, 90 Main St.; 1st and 3d Fri.; E. J. Walker, R. S., Box 85, Leeds; L. B. DeRoche, F. S. and B. A., 37 Kirkland Av.
- Plumbers, Steamfitters and Gasfitters No. 64*. Forsters Hall, 86 Main St.; 1st and 3d Mon.; Joseph Brigham, F. S., 38 Myrtle St.; Joseph A. Lepine, B. A., 18 Washington Pl.
- Pulp, Sulphite and Paper Mill Workers No. 7*. A. O. H. Hall, 90 Main St.; 1st Tues.; John T. Londergan, Pres. and B. A., 86 Parsons St.
- Railroad Station Employees No. 21*. A. O. H. Hall, 90 Main St.; 4th Tues.; Timothy M. O'Keefe, F. S. T., 44 Walnut Av.; Moses P. McDonald, B. A., 11 Valley St.
- Railroad Trainmen: Meadow City Lodge No. 448*. K. of C. Hall, 39 Main St.; 1st and 3d Sun.; J. M. Planker, S., 22 Edwards Sq.; A. B. Craven, Journal Agent, 236 State St.
- Railway Clerks: Northampton Lodge No. 66*. Board of Trade Rooms, 59 Main St.; 1st Mon.; W. S. McKenney, S. T., 36 Bedford Ter.
- Stationary Firemen No. 143*. A. O. H. Hall, 90 Main St.; 2d Fri. and 4th Sun.; J. J. Lucey, C. S., 8 Glenwood Av.; Maurice Heffernan, B. A., 22 Myrtle St.
- Street and Electric Railway Employees No. 549*. Forsters Hall, 86 Main St.; 2d and 4th Fri.; George W. Lawley, F. S., 55 Chestnut St., Florence.
- Tailors No. 168*. 160 Main St.; 1st Mon.; Daniel Looney, C. S.
- Theatrical Stage Employees No. 232*. Academy of Music, Main St.; 1st Sun.; George A. Briggs, S., Box 634; George Morrill, B. A., 17 Masonic St.
- Typographical No. 711*. 4 Crafts Av.; 1st Tues.; R. Ernest Reynolds, S. T.

**North Andover.**

- Card Machine Operators*. On call; Phineas W. Clark, Shop S., 13 Third St.

**North Attleborough.**

- Carpenters No. 1679*. A. O. H. Hall, Washington St.; 1st and 3d Tues.; M. F. Chandler, Treas., 157 Elm St.
- Jewelry Workers No. 19*. Badarracco Hall; Wed.; A. Frank Lynch, F. S. and B. A., P. O. Box 862.
- Letter Carriers: Branch No. 539*. Red Men's Hall, 19 Church St.; at call of President; William H. Shaw, S., 68 Washington St., North.

**Northbridge. (WHITINSVILLE.)**

- Letter Carriers: Branch No. 1474*. P. O., Whitinsville; Albert Brown, S.

Local Trade Unions.

North Brookfield.

- Boot and Shoe Workers No. 130* (Mixed). B. and S. W. Hall, Main St.; 1st Mon.; M. J. McNamara, F. S., Box 731.
- Overall Workers No. 124*. Grange Hall, cor. Main and Maple Sts.; 1st Mon.; Mrs. Gertrude L. Ham-bury, R. and F. S., Box 414.

North Easton. (See EASTON.)

Norton. (BARROWSVILLE.)

- Cloth Folders No. 651*. (See TAUNTON.)
- Street and Electric Railway Carmen No. 243*. (See TAUNTON.)

Norwood.

- Bindery Women No. 213*. K. of C. Hall, Washington St.; 3d Thurs.; Miss Mary E. Lee, R. S., 7 Williams St.; Miss Margaret Crowley, Pres. and B. A., 79 Monroe St., Norwood.
- Blacksmiths No. 441*. 694 Washington St.; last Wed.; John Earley, R. S., 47 Archdale Rd., Ros.
- Boiler Makers: Norwood Lodge No. 281*. Naomi Hall, 724 Washington St., Boston; 2d and 4th Fri.; Robert Henderson, C. S. and B. A., 225 Florence St., Mt. Hope.
- Bookbinders No. 176*. Odd Fellows Bldg., Washington St.; 2d Mon.; John F. Reynolds, S., 146 Winslow Av.; George A. Uphill, B. A., Vernon St.
- Carpenters No. 866*. Eagles Hall, 54 Day St.; 1st and 3d Tues.; George N. Brooks, R. S. and B. A., 3 Maple St.
- Iron Molders No. 323* (Foxborough and Norwood). Eagles Hall, 54 Day St.; 1st Fri.; John J. Carscadden, C. R., 86 Casey St.; Eugene L. Murphy, B. A., 116 Winslow Av.
- Letter Carriers: Branch No. 742*. Eagles Hall, 54 Day St.; subject to call; Roy F. Fairbanks, S., 62 Prospect Av.
- Musicians No. 343*. Band Hall, Central St.; 4th Sat.; Herbert L. Engley, S. T., 19 Hoyle St.
- Painters, Decorators, and Paperhangers No. 747*. Eagle Hall, 54 Day St.; 2d Thurs.; John Daunt, R. S., T., 21 Phillips Av.; John J. Fitzhenry, B. A., Box 43.
- Plumbers, Steamfitters and Gasfitters No. 81*. Eagle Hall, 54 Day St.; 3d Mon.; W. Edward Tingley, R. S., 117 Sycamore St., Ros.; William F. Henderson, Pres., 67 Harvard St., Dedham.
- Printing Pressmen No. 35*. Eagle Hall, 54 Day St.; 2d Fri.; William F. Phalen, R. S., 59 Walnut Av.

Orange.

- Letter Carriers: Branch No. 734*. C. L. Gray, S.

Palmer.

- Carpenters No. 445*. Hellyar's Hall, Main St.; 1st and 3d Fri.; Fred A. Capen, S. and B. A., Box 151.
- Letter Carriers: Branch No. 1717*. Caryl Blk., 430 Main St.; Jan. 1 and July 1; W. J. Mon-gau, S.

Palmer — Con.

- Painters, Decorators, and Paper Hangers No. 711*. Carpenters Hall, Main St.; 1st and 3d Tues.; William Hemphill, R. S., Knox St.; H. T. Ellis, Pres. and B. A., Box 200, Three Rivers.

Peabody.

- Leather Workers No. 1* (Ind.). 56 Main St.; Thurs.; James Tumulty, S., 16 Prospect St., Salem; James T. Burke, B. A., 5 Wall St. Ct., Salem.
- Letter Carriers: Branch No. 236*. 11 Peabody Sq.; quarterly; Herbert L. Brown, S., 173 Lowell St.
- Machinists No. 348*. C. L. U. Hall, 71 Washington St., Salem; Mon.; Ambrose A. Mahoney, Pres., 9 Woodside St., Salem.

PITTSFIELD.

- Barbers No. 127*. Eagles Hall, First and Melville Sts.; 1st Wed.; William Boos, F. S. and B. A., Box 1411.
- Bartenders No. 114*. North Union Bldg., North St.; 1st Sun.; Frank J. Mara, F. S. and B. A., 159 North St.
- Blacksmiths No. 214*. Metal Trades Hall, 124 North St.; 2d and 4th Thurs.; William J. Schultz, R. S., 58 Spring St.
- Bottlers and Drivers No. 324*. C. L. U. Hall, North St.; 1st Sun.; James T. Lynch, F. S., 289 Onota St.
- Brewery Workmen No. 141*. Turn Hall, 113 Seymour St.; 1st Fri.; George Schaefer, S., 2 Martin St.; Hugo Vogel, B. A., 83 West Union St.
- Bricklayers, Masons, and Plasterers No. 20*. Sarsfield Hall, 124 North St.; Fri.; John J. O'Melia, R. and C. S., 89 John St.
- Carpenters No. 444*. Ryan's Hall, 311 North St.; Tues.; E. Preston Linsley, F. S., 562 North St.
- Carpenters No. 1660* (Shop). Carpenters Hall, 311 North St.; 1st and 3d Thurs.; W. H. Cummings, R. S., 51 Harvard St.
- Electrical Workers No. 170* (Shop). Eagles Hall, First St.; 1st and 3d Tues.; John M. Clarkson, F. S., 21 Dalton Av.
- Electrical Workers No. 242* (Cranemen and Shop Men). Veteran Firemen's Hall, School St.; 1st and 3d Tues.; A. G. Sanford, R. S., 92 Dalton Av.; Conrad L. Kline, F. S. T., 4 Harvard Ct.
- Electrical Workers No. 284* (Telephone Men). 21 North St., Rm. 36; 1st and 3d Tues.; Thomas A. Butler, R. S., 57 Dexter Av.
- Electrical Workers No. 496*. England Blk., North St.; 2d and 4th Tues.; Harvey D. Blass, R. S., 211 Francis Av.
- Federal Labor No. 15271*. Metal Trades Hall, 124 North St.; 2d and 4th Thurs.; Samuel Reynolds, F. S., 21 Kent Av.; John A. Kelley, Pres. and B. A., 58 Wellington Av.
- Letter Carriers: Branch No. 286*. Federal Bldg., Allen St.; on call; William J. Morrow, S., 97 Lincoln St.
- Machinists No. 739*. Eagles Hall, First and Melville Sts.; 2d and 4th Tues.; James J. Meehan, F. S., 180 Burbank St.

## Local Trade Unions.

**PITTSFIELD — Con.**

- Maintenance of Way Employees: Signal Department* (B. & A. R.R.). Alternately in Pittsfield and Springfield; 2d Sun.; John M. Buchan, S. T. and B. A., 84 Woodleigh Av.
- Maintenance of Way Employees No. 282.* Berkshire Hall, Broadway and Partition Sts.; last Sat.; William G. Kane, S., Chatham Centre, N. Y.; H. R. Blood, B. A., 5 Prospect Pl., Rensselaer, N. Y.
- Metal Polishers, Buffers, and Platers No. 64.* Metal Trades Hall, 124 North St.; 1st and 3d Mon.; Harry MacDonald, C. S., 204 Appleton Av.
- Molders No. 245.* Metal Trades Hall, 124 North St.; 1st and 3d Fri.; Gustav Reiff, C. R., 10 Hayes Pl.; L. E. Gerrity, B. A., 314 Hulett St., Schenectady, N. Y.
- Moving Picture Machine Operators No. 452.* Caledonian Hall, 246 North St.; 2d Sun.; Merton R. Clark, F. S. T., P. O. Box 1205; Arthur A. Elliott, B. A., 88 Bay State Rd.
- Musicians No. 109.* Musicians Hall, 150 North St.; 1st Sun. each quarter; John F. Walsh, Gen. S., 42 Curtis St.
- Painters, Decorators, and Paperhangers No. 94.* Rm. 41, Ryan Blk., 311 North St.; Fri.; Peter Rogers, R. S., 46 Francis Av.; Joseph A. McDonough, B. A., 134 Woodleigh Av.
- Pattern Makers Association.* England's Old Blk., North St.; 1st Thurs.; E. Umpleby, B. A., Box 780, Schenectady, N. Y.
- Plumbers and Steamfitters No. 321* (Shop). Carpenters Hall, 311 North St.; 2d and 4th Thurs.; Joseph E. Clark, F. S. T., 19½ Spring St.
- Plumbers, Steam, and Gasfitters No. 297.* Carpenters Hall, 311 North St.; 2d Thurs.; Fred Carpenter, S. T., 199 Springside Av.
- Printing Pressmen and Assistants No. 228.* Day's Hall, Columbus Av.; 2d Mon.; William T. Maley, S., 73 High St.
- Railroad Station Employees: Berkshire Division No. 35.* Red Men's Hall, 30 Eagle St.; 1st Sun.; W. H. Martin, S. T., 40 Francis Av.
- Railroad Trainmen No. 336.* Osceola Hall, 246 North St.; 1st and 3d Sun.; William P. Cronin, S. and B. A., 50 Dewey Av.
- Railway Clerks: Berkshire Lodge No. 273.* Moose Hall, 316 North St.; 1st Tues.; L. H. Studley, Pres., 103 Bradford St.
- Street and Electric Railway Employees No. 496.* Eagle Hall, First and Melville Sts.; last Thurs.; Owen G. Monroe, R. S. and B. A., Box 991.
- Tailors No. 295.* Turn Hall, 113 Seymour St.; 1st Mon.; Alexander M. Jones, S., 80 Lyman St.
- Telephone Operators No. 23A.* Kennedy's Bldg., 21 North St.; 2d and 4th Tues.; Miss Anna M. Burke, F. S., 54 Fairview Av.; Miss Louise A. Foss, Pres. and B. A., 688 East St.
- Theatrical Stage Employees No. 275.* Caledonian Hall, 246 North St.; 1st Sun.; Arthur A. Elliott, S. T., 151 North St.; James E. Cain, B. A., 365 Tyler St.
- Typographical No. 109.* Musicians Hall, 303 North St.; 1st Mon.; James E. Reagan, S. T. and B. A., 202 Lenox Av.

**Plymouth.**

- Bricklayers, Masons, and Plasterers No. 46.* O'Brien Hall, Main St.; 2d Mon.; Thomas H. Andrews, C. S., 4 Lewis St.; Isaac H. Perkins, Pres., 28 Bay View Av.
- Carpenters No. 1591.* Red Men's Hall, Middle St.; 1st and 3d Wed.; Charles H. Smith, R. S. and B. A., 119 Summer St.
- Iron Molders No. 462.* Royal Arcanum Hall, Main St.; 1st Tues.; H. E. Bryant, C. R., Box 95, Kingston; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood.
- Letter Carriers: Branch No. 136.* Members' houses; 2d Tues.; William A. Gray, S. and B. A., 47 Davis St.
- Musicians No. 281.* Calumet Club Rms., Russell Bldg., Main St.; on call; Richard B. Brown, S., 7 Winslow St.; Albert A. Saunders, Pres., 63 Samoset St.

**Provincetown.**

- Carpenters No. 1322.* 6 Tremont St.; John J. Leonard, C. S., 25 Watson Ct.
- Letter Carriers: Branch No. 1285.* 484 Commercial St.; Frank J. Lewis, S.

**QUINCY.**

- Barbers No. 390.* 1382 Hancock St., Rm. 22; 3d Sun.; F. W. Cochran, S. and B. A., 809 Broad St., E. Weymouth.
- Blacksmiths No. 316.* Johnson Bldg.; 2d and 4th Wed.; Edward J. Nichols, S., 263 Whitehall St.; P. J. McGarry, B. A., 696 Washington St., Boston.
- Boiler Makers No. 33.* J. Ward, S., 350 South St.
- Bricklayers, Masons, and Plasterers No. 52.* Wilson Hall, Hancock St.; Mon.; Thomas Lyons, F. and C. S., 303 Commercial St., E. Braintree.
- Carpenters No. 385* (Wollaston). Poland Hall, Norfolk Downs, Wollaston; 1st and 3d Tues.; Warren J. Barlow, R. S., 124 Belmont St., Wollaston; John G. Cogill, B. A., 27 Glen Ct., Malden.
- Carpenters No. 762.* G. A. R. Hall, Hancock St.; Mon.; Charles S. Jones, R. S., 58 River St.; John G. Cogill, B. A., 27 Glen Ct., Malden.
- Electrical Workers No. 407* (Crane men). Rm. 22, Johnson Bldg.; 1st and 3d Sun.; Michael Broderick, R. S., 17 Wellington St., E. Braintree.
- Engineers, Amalgamated Society of: Fore River Branch No. 946.* Union Hall, Hancock St.; 2d Wed.; Allan MacGeachie, S., Box 244; William White-side, B. A., 309 Broadway, New York, N. Y.
- Granite Cutters: Quincy Branch.* Clan MacGregor Hall, Franklin and Water Sts.; 3d Wed.; Edward Brault, Jr., C. S., 78 Gilbert St., S. Quincy; Nicholas Williams, B. A., 107 Common St., W. Quincy.
- Granite Polishers.* Clan MacGregor Hall, Franklin and Water Sts.; 3d Thurs.; Alexander Ross, C. S., 97 Intervale St.; Nicholas Williams, B. A., 107 Common St., W. Quincy.

Local Trade Unions.

**QUINCY — Con.**

- Hod Carriers and Building Laborers No. 133.* Johnson Bldg., 1382 Hancock St.; 1st and 3d Sun.; Antonio Brandolini, Treas., 80 Canal St.
- Lathers No. 96.* Wilson Hall, Hancock St.; 2d and 4th Thurs.; Ernest Lord, F. S., Francis Rd., E. Weymouth.
- Loftsmen and Helpers No. 14322.* Johnson Bldg., 1382 Hancock St.; Edwin S. Sines, S., 11 Turner St.
- Machinists: Quincy Lodge No. 108.* Electa Hall, Johnson Bldg., 1382 Hancock St.; Mon.; A. Roberts, R. S., Rm. 3, Adams Bldg.; George Bowen, B. A., Rm. 3, Adams Bldg.
- Painters, Decorators, and Paperhangers No. 773.* Wilson Hall, Hancock St.; 2d and 4th Thurs.; Charles F. Best, F. S., 22 Newcomb Pl.
- Pattern Makers Association: Quincy Branch.* Subject to call; E. E. Wheeler, R. S., 42 Mill St.; M. R. Spinney, B. A., 665 Washington St., Boston.
- Plumbers, Gasfitters, Steamfitters, and Steamfitters' Helpers No. 275.* Wilson Hall, Hancock St.; 1st and 3d Tues.; John Darrah, S., 8 Sheridan St., Dor.
- Plumbers, Steamfitters, and Steamfitters' Helpers No. 238 (Marine).* Wilson Hall, 1463 Hancock St.; 2d and 4th Wed. and 3d Sun.; John B. Phillips, C. S., 34 Fairmount Av., E. Braintree; James Cunningham, S. T., 36 Newcomb Pl.
- Quarry Workers No. 47 (West Quincy).* A. O. H. Hall, Copeland St.; 1st and 3d Fri.; Ernest Lislighi, F. S., 260 Copeland St.
- Steam Engineers No. 79.* Clan MacGregor Hall, cor. Franklin and Water Sts.; 2d and 4th Wed.; John L. Fallon, R. S., 201 Common St.
- Street and Electric Railway Employees No. 253.* Johnson Bldg., 1382 Hancock St.; 2d and 4th Mon.; Arthur L. Blanchard, S. T., 587 Broad St., E. Weymouth; William H. Gould, B. A., 98 Revere Rd.
- Team Drivers No. 305 (General).* Clan MacGregor Hall, cor. Franklin and Water Sts.; 1st Wed.; Albert Trotman, S. T., 47 Nightingale Av.
- Tool Sharpeners No. 1.* Clan MacGregor Hall, Franklin and Water Sts.; 3d Fri.; George Leavitt, C. S., 89 Willard St., E. Milton; Nicholas Williams, B. A., 107 Common St., W. Quincy.

**Randolph.**

- Boot and Shoe Workers No. 122 (Mixed).* Hurley Bldg., Main St.; 2d and 4th Thurs.; Minot A. Burrill, B. A., Box 556.

**Reading.**

- Carpenters No. 1391.* Lyceum Hall, Haven and Village Sts.; 2d and 4th Mon.; F. A. Butters, R. S., 68 Pleasant St.; John G. Cogill, B. A., 27 Glen Ct., Malden.
- Street and Electric Railway Employees No. 249.* Lyceum Hall, Haven and Main Sts.; 3d Fri.; Walter M. Cotting, R. S., 45 Crescent St., Wakefield; Alexander Smythe, B. A., 9 High St.

**REVERE.**

- Carpenters No. 846.* A. O. H. Hall, Winthrop Av.; Fri.; Joseph F. Callahan, R. S., 68 Eustis St.; Charles H. Morrison, B. A., 16 Pope St., E. Boston.
- City Employees No. 715.* A. O. H. Hall, Winthrop Av.; 1st and 3d Tues.; William H. Quinlan, R. S., 13 Central Av.

**Rockland.**

- Barbers No. 408.* Cleverly Hall, N. Abington; 2d Mon.; Alexander D. MacKinnon, C. and F. S., 112 Arlington St.
- Boot and Shoe Workers No. 48 (Mixed).* B. and S. W. Hall, Union St.; 2d and 4th Thurs.; John M. Gorman, B. A., Box 104.
- Carpenters No. 1531.* Phoenix Blk., Union St.; Wed.; E. E. Simmons, F. S., 59 Reed St.; Leroy W. Beedle, B. A., 56 Hobart Av., E. Braintree.
- Letter Carriers: Branch No. 1082.* A. L. Fish, S.
- Painters, Decorators, and Paperhangers No. 1013.* Carpenters Hall, Phoenix Blk., Union St.; 2d and 4th Tues.; George H. Donnelly, F. S., 6 E. Water St.; Fred Stevenson, R. S. and B. A., 102 Central St.

**Rockport.**

- Granite Cutters: Cape Ann Branch.* (See GLOUCESTER.)
- Hoisting and Portable Engineers No. 108.* Engineers Hall, 3 Dock Sq.; Wed.; William D. Powers, R. S., 45 Granite St.; Dennis E. Caffrey, B. A., 105 Granite St., Pigeon Cove.
- Letter Carriers: Branch No. 1415.* Living Room, P. O.; Albert S. Parsons, S., 7 Railroad Av.
- Paving Cutters No. 53.* Temperance Hall, Forest St.; 2d Mon.; Frank A. Peterson, S., 49 Granite St.
- Quarry Workers No. 86.* Finnish Hall, Forest St.; 2d Wed.; George F. Hodgins, C. S., 27 Granite St.

**SALEM.**

- Bakers and Confectionery Workers No. 277.* North Shore District Council Hall, 71 Washington St.; 1st and 3d Sat.; John D. Hart, R. S. and B. A., 25 Foster St.
- Barbers No. 385.* Room 3, 71 Washington St.; 1st Thurs.; Silas N. Lapham, C. F. S. and B. A., 14 Turner St.
- Boot and Shoe Cutters No. 84 (U. S. W.).* Federal Theatre Bldg.; Fri.; Charles Gray, R. S.; James E. Marsh, B. A.
- Boot and Shoe Workers No. 174 (Mixed).* Manning Blk., 53 Washington St.; 2d and 4th Thurs.; A. J. Grenier, F. S. and B. A.
- Bricklayers, Masons, and Plasterers No. 25.* Bricklayers Hall, 175 Essex St.; Tues.; William Pawley, S., 29 Forrester St.
- Building Laborers No. 14.* Phoenix Bldg., 41 Lafayette St.; Mon.; Patrick Welch, R. S., 36 North St.; Clarence H. Moore, B. A., 71 Washington St.

## Local Trade Unions.

## SALEM — Con.

*Carpenters No. 888.* Cate Bldg., 71 Washington St.; Thurs.; Clarence H. Moore, R. S., 131½ North St.; Louis E. Dumas, B. A.

*Carpenters No. 1210 (French).* 71 Washington St.; Wed.; Amedee Boulay, R. S., 34 Prince St.; Louis E. Dumas, B. A., 45 Congress St.

*Carpenters No. 1516 (Mill).* Carpenters District Council Hall, 71 Washington St.; 2d and 4th Thurs.; Elmer G. Walker, S., 8 Gifford Ct.; Louis E. Dumas, B. A.

*Edgemakers Independent No. 2.* Veteran Firemen's Hall, Essex St.; Fri.; William J. Carson, F. S., 44 Bridge St.; Thomas McGuire, B. A., Cross Street Ct.

*Electrical Workers No. 244 (Telephone Workers).* Odell Hall, 60 Washington St.; 1st Fri.; Chester A. Foster, R. S., S. Hamilton; W. O. Allen, B. A., 9 Granite St.

*Electrical Workers No. 259.* 53 Washington St.; Mon.; George Smith, R. S.; Clarence H. Moore, B. A., 131½ North St.

*Lasters No. 16 (U. S. W.).* 176 Essex St.; Fri.; Patrick J. Buckley, B. A.; Miss Mary Seward, Clerk.

*Lathers No. 334 (Wood, Wire, and Metal).* Frank Hemeon, S., 42½ Essex St.; Clarence H. Moore, B. A., 131½ North St.

*Letter Carriers: Branch No. 152.* Hotel Washington, 150 Washington St.; 1st Mon.; James P. Sullivan, R. S.

*Loomfixers No. 30.* 50 Lafayette St.; Thurs.; Ernest A. Gagnon, F. S., 4 Prince St. Pl.

*Maintenance of Way Employees: Salem Lodge No. 82.* C. L. U. Hall, 71 Washington St.; 2d Sun.; F. J. Harvey, S. T., 3 Park St., Amesbury.

*Molders No. 103.* C. L. U. Hall, 71 Washington St.; 1st and 3d Mon.; James A. Mulcahy, S., 33 Boardman St.

*Moving Picture Machine Operators No. 245.* Alternately in Lee's Band Room, 4 Andrew St., Lynn, and Shoe Workers' Hall, 176 Essex St., Salem; 1st Sun.; B. A. Reed, C. S., 228 Essex St.; Leo F. Barber, B. A., 22 Green St., Lynn.

*Municipal Employees No. 986.* Odell Hall, Washington St.; 2d and 4th Tues.; Arthur J. Mulcahy, S., 4 St. Peter St.

*Packing Room Workers No. 32, North Shore (U. S. W.).* 176 Essex St.; 2d and 4th Tues.; Miss Mary Seward, Clerk; Patrick J. Buckley, B. A.

*Painters, Decorators, and Paperhangers No. 247.* C. L. U. Hall, 71 Washington St.; Wed.; Harry A. Weston, R. S., 39 Highland Av.; Clarence H. Moore, B. A., 131 North St.

*Plumbers No. 138.* Dan Donahue Bldg., 176½ Essex St.; Mon.; Albert F. Teague, R. S., 6 Walnut Av., Beverly; John P. O'Connell, B. A.

*Railroad Building Mechanics, Division No. 2.* 206 Bridge St.; 2d Tues.; Stephen W. Francis, R. S., 248 Washington St.

*Railroad Station Employees: Hawthorne Division No. 8.* Odell Hall, 60 Washington St.; 3d Fri.; Albert E. Barnes, S. T., 12 Winthrop St.

## SALEM — Con.

*Railroad Trainmen: North Shore Lodge No. 749 (B. & M. R.R.).* O. U. A. M. Hall, 145 Essex St.; 1st Fri. and 3d Sun.; E. W. Clark, Jr., Treas., 23 Judson St., Beverly; C. H. Kelley, B. A., cor. May and Essex Sts.

*Railroad Workers: Salem Lodge No. 34.* Meet on call; Thomas H. Condon, S., 15 Boardman St.

*Railway Clerks: Witch City Lodge No. 78.* O. U. A. M. Hall, 175 Essex St.; 2d Tues.; Albert L. Coultis, S., 4 Rust St.

*Sheet Metal Workers No. 262.* 68 Washington St.; 2d and 4th Wed.; C. B. Pitman, R. S., 3 King St., Peabody; J. P. O'Connell, B. A., 71 Washington St.

*Stationary Firemen and Oilers No. 101.* A. O. H. Hall; 2d and 4th Mon.; John Gorman, S. T., 51 Dunlap St.; John P. O'Connell, B. A., 71 Washington St.

*Steam Engineers No. 93.* 221 Essex St.; Wed.; James A. Reid, S., 155 Boston St.; Thomas Connelly, B. A., 29 Warren St., Peabody.

*Stitchers No. 85 (U. S. W.).* 176 Essex St.; Thurs.; Miss Mary Seward, Clerk; John J. Butler, B. A.

*Stock Fitters No. 29 (U. S. W.).* 176 Essex St.; Thurs.; Miss Mary Seward, Clerk; Patrick J. Buckley, B. A.

*Street and Electric Railway Employees No. 246.* C. L. U. Hall, 71 Washington St.; 1st and 3d Thurs.; Stuart A. Morgan, F. S., 12 Oak St., Danvers.

*Teamsters No. 301.* Cremer Bldg., Essex St.; 1st and 3d Tues.; John P. Lee, R. S., Tremont St.; John P. O'Connell, B. A., 176 Essex St.

*Telephone Operators No. 16A.* Odell Hall, 66 Washington St.; 2d Mon.; Alice Queenan, R. S., 126 Boston St.; Miss Ruth O'Donnell, Local Collector, 16 Phelps St.

*Theatrical Stage Employees No. 196.* United Shoe Workers Hall, 176 Essex St.; 3d Sat.; Max A. Woodbury, F. and C. S., Box 32; John W. Martin, S. T., Box 32.

## Scituate.

*Carpenters No. 1842.* Town Hall; 1st and 3d Fri.; A. Frank Richardson, R. S., Box 51; Leroy W. Beedle, B. A., 56 Hobart St., E. Braintree.

## Sharon.

*Carpenters No. 966.* Workman's Bldg., N. Main St.; 1st Fri.; Benjamin S. Bolles, R. S. and B. A., R. F. D., N. Main St.

## Shelburne. (SHELburne FALLS.)

*Blacksmiths: Valley Lodge No. 84 (Shelburne Falls).* A. O. U. W. Hall, Main St.; 2d Wed.; Morris L. Thompson, R. S., Box 118, Shelburne Falls; Edward Haigis, B. A., Shelburne Falls.

## SOMERVILLE.

*Carpenters No. 544.* Isabella Hall, cor. Highland Av. and Central St.; Tues.; R. H. MacDougal, R. S., 21 Bay State Av., W. Som.



Local Trade Unions.

**SOMERVILLE — Con.**

- City Employees No. 720.* Hibernian Hall, 963 Washington St.; 2d and 4th Fri.; Joseph J. Dennehy, S. T., 320 Lowell St.
- City Employees No. 998 (Mechanics and Artisans).* K. of C. Hall, Highland Av.; 1st Fri.; Timothy Murley, S., 39 Hinckley St.; W. E. McFaden, Pres., 1019 Broadway.
- Flint Glass Workers No. 120.* Hill Bldg., Union Sq.; 1st Wed.; William J. McDonough, Jr., R. S., 20 Prospect St.
- Meat Cutters and Butcher Workmen No. 333.* (See CAMBRIDGE.)
- Painters, Decorators, and Paperhangers No. 937.* Independent Hall, Hill Bldg., Union Sq.; 2d and 4th Mon.; J. W. Mullally, R. S., 8 Newman St., N. Cambridge; B. L. Mosher, F. S., 1097 Broadway.
- Plasterers No. 275 (Cambridge and Somerville).* Liberty Hall, Union Sq.; 1st and 3d Mon.; Gus M. Anderson, R. and C. S., 355 Lynn St., Malden; John E. Fox, B. A., 1 Bonner Av., Malden.
- Railway Carmen: Prospect Hill Lodge No. 633.* 92A Leverett St.; 1st and 3d Fri.; George List, S., Tufts St.; Harry R. Dixon, Pres., 6 Tufts St.
- Railway Clerks: Somerville Lodge No. 51.* Liberty Hall, Hill Bldg., Union Sq.; 2d Wed.; Charles A. Young, S. T., 164 Broadway; J. H. Woodman, B. A., 12 Mason St., Medford.

**Southbridge.**

- Bartenders No. 742.* 7 Chapin St.; 1st Sun.; William W. Roycroft, F. and C. S., Hotel Columbia.
- Bricklayers, Masons, and Plasterers No. 50.* Forsters Hall; 1st Mon.; Eugene Palmer, F. S., P. O. Box 1173.
- Carpenters No. 861.* Carpenters Hall, Main St.; Wed.; Louis N. Langevin, R. S., 33 Charlton St.; Oliver Jonah, B. A., 62 Madison St., Worcester.
- Letter Carriers: Branch No. 796.* Post Office Bldg.; 1st Mon. after 15th; Patrick J. Breen, S.
- Plumbers and Steamfitters No. 678.* Carpenters Hall, Main St.; 1st and 3d Fri.; Omer Perron, R. S., 31½ Charlton St.

**South Framingham.** (See FRAMINGHAM.)

**Spencer.**

- Boot and Shoe Workers No. 161 (Mixed).* Mechanics Hall, Chestnut St.; last Wed.; Alexander L. Gouin, S., Box 75.
- Letter Carriers: Branch No. 1297.* H. E. Lanagan, S.

**SPRINGFIELD.**

- Asbestos Workers No. 43.* (See *Insulators and Asbestos Workers No. 43.*)
- Bakers No. 32.* C. L. U. Hall, 19 Sanford St.; 1st Sat.; G. F. Sherman, C. S., 542 Union St.
- Bakers No. 404 (Hebrew).* Socialist Hall, 150 Bridge St.; 2d Fri.; Meyer Levin, S. T., 82 Belle Av.; M. Lesser, B. A., 91 Belle Av.

**SPRINGFIELD — Con.**

- Barbers No. 30.* C. L. U. Hall, 19 Sanford St.; 1st and 3d Thurs.; Harry C. Niebuhr, S. and B. A., 35 Pearl Pl.
- Bartenders No. 67.* C. L. U. Hall, 19 Sanford St.; 2d Sun.; Edmond Raleigh, B. A., Box 893.
- Bill Posters and Billers No. 15.* Moose Hall, 19 Lyman St.; 2d Sun.; Merle E. Willis, S. T., 69 Union St.; David Roberts, B. A., Box 186.
- Blacksmiths and Helpers No. 121.* Hibernian Hall, Worthington St.; 2d and 4th Thurs.; T. Walter Gross, R. S., 25 Winthrop St.
- Bottlers and Drivers No. 143.* C. L. U. Hall, 19 Sanford St.; 3d Sun.; Hugh F. Bowen, S., 124 Greene St.
- Brass Molders No. 381.* (See *Molders No. 381, Brass.*)
- Brewery Workers No. 99.* C. L. U. Hall, 19 Sanford St.; 1st and 3d Sun.; William McSweeney, S., 78 Maynard St.
- Bricklayers, Masons, and Plasterers No. 1.* 21 Sanford St.; Tues.; Frank J. Dowd, C. S.; Thomas M. Collins, Jr., B. A., 520 Armory St.
- Building Laborers No. 69.* C. L. U. Hall, 19 Sanford St.; 1st and 3d Wed.; David Consolati, S. and B. A., Box 228, or 12 Cooley St., Mittineague.
- Button Workers No. 7546.* Cooks and Waiters Hall, 275 Dwight St.; 2d Wed.; O. J. Marra, R. S., 9 Railroad St., W. Springfield; William J. Murphy, B. A.
- Carpenters No. 96 (French).* C. L. U. Hall, 19 Sanford St.; Thurs.; Frederic Dalpe, R. S., 19 Massasoit Pl.; Thomas McCarrol, B. A., 845 Worthington St.
- Carpenters No. 177.* C. L. U. Hall, 19 Sanford St.; Fri.; Patrick T. Garvey, R. S., 6 Harriet St.; Thomas McCarrol, B. A., 845 Worthington St.
- Carpenters No. 1105 (Mill).* C. L. U. Hall, 19 Sanford St.; 1st and 3d Wed.; E. J. Williams, R. S., 11 Allen Av.; Thomas McCarrol, B. A., 845 Worthington St.
- Chauffeurs No. 521.* C. L. U. Hall, 19 Sanford St.; 2d and 4th Thurs.; Fred Morton, F. S., 80 Sargeant St.
- Cigar Makers No. 49.* C. L. U. Hall, 19 Sanford St.; Mon.; William J. Murphy, F. S. and B. A.
- Coal Teamsters and Helpers No. 154.* C. L. U. Hall, 19 Sanford St.; 2d and 4th Wed.; Patrick Houlihan, R. S., 59 Cass St.; John Hurley, B. A., 288 Chestnut St.
- Cooks and Waiters No. 273.* Cooks and Waiters Hall, 65 Harrison Av.; 1st and 3d Wed.; Charles E. Sands, S. T. and B. A., 65 Harrison Av.
- Drop Forge Trades No. 1.* C. L. U. Hall, 19 Sanford St.; 2d and 4th Fri.; Richard F. Barry, F. S., 11 Gordon St.
- Drug Clerks No. 352.* Machinists Hall, 257 Main St.; 2d Tues. and 4th Wed.; A. R. Silber, C. and F. S., 72 Patton St.
- Electrical Workers No. 7.* Moose Hall, 19 Lyman St.; Mon.; John A. Beauchemin, S. T. and B. A., 21 Sanford St.
- Electrical Workers No. 160 (Telephone Workers).* Moose Hall, 19 Lyman St.; 2d and 4th Tues.; Charles J. Dion, R. S., 56 Vermont St.

## Local Trade Unions.

## SPRINGFIELD — Con.

- Electrical Workers No. 293.* C. L. U. Hall, 19 Sanford St.; 1st and 3d Wed.; D. L. Tetraut, F. S., 32 Willard Av.
- Electrotypers No. 44.* C. L. U. Hall, 19 Sanford St.; 1st Thurs.; Thomas V. Inwood, S., 116 Ft. Pleasant Av.
- Elevator Constructors No. 41.* Cooks and Waiters Hall, 65 Harrison Av.; 1st and 3d Mon.; J. E. Johnson, R. S., 29 Woodside Ter.
- Garment Workers No. 144.* 56 Harrison Av.; 1st and 3d Mon.; Leona Markley, Pres., 63 Leete St.
- Grain and Mason Supply Handlers No. 215.* C. L. U. Hall, 19 Sanford St.; 1st Wed.; Harry Tease, S. T., 701 Liberty St.
- Granite Cutters.* (See HOLYOKE.)
- Hoisting and Portable Engineers No. 98.* C. L. U. Hall, 19 Sanford St.; 1st and 3d Fri.; Edward White, R. S., 67 Bradford St.; Daniel J. Hefferman, C. S., 52 Waverly St.
- Insulators and Asbestos Workers No. 43.* C. L. U. Hall, 19 Sanford St.; 2d and 4th Mon.; M. J. Mulvihill, S., 32 Chestnut St., Holyoke.
- Horseshoers No. 16.* C. L. U. Hall, 19 Sanford St.; 2d and 4th Wed.; James Kane, F. S., 764 Liberty St.
- Laborers No. 47* (Shovelers). Temple Hall, 680 Main St.; 1st and 3d Wed.; Frank De George, B. A., 4 Pinney Pl.
- Lathers No. 25* (Wood, Wire and Metal). C. L. U. Hall, 19 Sanford St.; 1st and 3d Mon.; Joseph Hope, S. T., 22 Margaret St.; John Sheehan, B. A., 145 Enfield St., Thompsonville, Conn.
- Letter Carriers: Branch No. 46.* Myrick Bldg., 29 Worthington St.; 1st Tues.; John D. O'Connell, Jr., S., 333 Eastern Av.
- Lithographers Protective and Beneficial No. 21.* Hibernian Hall; 3d Fri.; George H. Decker, Pres., 161 Oak Grove Av.
- Locomotive Engineers No. 63.* Unity Hall, 535½ Main St.; 1st and 3d Sun.; Charles E. Cooley, S. T., 40 Fairview Av., W. Springfield.
- Locomotive Firemen and Enginemen: Hampden Lodge No. 307.* Odd Fellows Bldg., Pynchon St.; 1st Tues. and 3d Sun.; Albert E. James, R. S., 70 Alderman St.
- Locomotive Firemen and Enginemen: Home City Lodge No. 793.* Myrick Bldg., 29 Worthington St.; 2d Sun. and 4th Fri.; D. T. Barnfather, R. S. and B. A., Suffield St., Agawam.
- Machinists No. 214.* Machinists Hall, 257 Main St.; Thurs.; George W. Lloyd, R. S.; Andrew J. Grimes, B. A., 257 Main St.
- Machinists No. 487, Railroad.* C. L. U. Hall, 19 Sanford St.; 2d and 4th Fri.; Harold D. Davis, Gen. S., 290 Franklin St.; George H. French, B. A., 22 Orleans St.
- Machinists: Arsenal Lodge No. 619.* Red Men's Hall, 525 Main St.; Sun.; Francis X. Clarke, R. S., 75 Spring St.; Henry J. Gendron, F. S., 14 Revere St.
- Maintenance of Way Employees No. 101.* Harmony Hall, Myrick Bldg., Worthington St.; 1st Sat.; Jeremiah Regan, Acting S., 54 Union St., Westfield.

## SPRINGFIELD — Con.

- Metal Polishers, Buffers, Platers and Brass Workers No. 30.* C. L. U. Hall, 19 Sanford St.; 2d and 4th Fri.; B. J. Mullaney, R. S., 234 Mill St.
- Molders No. 381* (Brass). C. L. U. Hall, 19 Sanford St.; 1st and 3d Tues.; John J. Kaveney, C. R., 66 Carew St.; James A. Loveday, B. A., 763 Asylum St., Hartford, Conn., or Lock Box 100, Hartford, Conn.
- Molders No. 167* (Iron). C. L. U. Hall, 19 Sanford St.; 1st and 3d Fri.; Thomas Dynan, C. R., 63 South St., Chicopee; James A. Loveday, B. A., 763 Asylum St., Hartford, Conn.
- Moving Picture Machine Operators No. 186.* Rm. 23, 225 Main St.; 2d and 4th Sun.; W. A. Lewis, S., Box 835; John F. Gatelee, B. A., Box 835.
- Musicians Protective No. 171* (Hampden County). Musicians Hall, Union Hdqtrs., 77 Worthington St.; 2d Sun.; Edwin H. Lyman, S. and B. A., 79 Leete St.
- Painters, Decorators, and Paperhangers No. 257.* C. L. U. Hall, 19 Sanford St.; Wed.; J. Paul Bigelow, R. S., 52 Harvey St.; P. H. Triggs, B. A., 7 Atwood Pl.
- Pattern Makers Association.* 145 State St., Rm. 305; Thurs.; Charles R. Cooke, B. A.
- Photo Engravers No. 57.* C. L. U. Hall, 19 Sanford St.; 2d Tues.; William A. Quigley, S. T., 20 Dunmoreland Av.
- Plumbers No. 89.* C. L. U. Hall, 19 Sanford St.; Mon.; M. Joseph Scanlan, F. S. and B. A.
- Printing Pressmen and Assistants No. 85.* C. L. U. Hall, 19 Sanford St.; 3d Thurs.; George W. Agambar, S. T. and B. A., Box 163, W. Springfield.
- Prompters No. 538* (Musicians). Apollo Hall, 571 Main St.; 2d Sun.; Edward F. Connolly, S. T., 94 Dwight St.
- Railroad Station Employees Division No. 34* (B. & A. R.R.). A. O. H. Hall, 347 Worthington St.; 1st and 3d Tues.; Clifford H. Merrill, B. A., 192 Phoenix Ter.
- Railroad Telegraphers No. 38.* Harmony Hall, Myrick Bldg., 29 Worthington St.; 3d Sat.; Martin J. Walsh, S. T., 15 Moseley Av., Merriek.
- Railroad Trainmen: City of Homes Lodge No. 622.* Harmony Hall, 29 Worthington St.; 2d and 4th Sun.; W. H. Fish, S., 37 Norfolk St.
- Railroad Workers: Hampden Lodge No. 114* (B. & M. R.R.). Round House, Cypress St.; on call; George F. Bosworth, Pres. and B. A., 15 Newbury St.
- Railway Carmen: City of Homes Lodge No. 534.* C. L. U. Hall, 19 Sanford St.; 2d Fri.; John T. Sullivan, F. S., 53 Belle Av., Merriek; T. F. McNamara, B. A., 256 S. Main St., Palmer.
- Railway Carmen No. 708.* C. L. U. Hall, 19 Sanford St.; 1st and 3d Thurs.; John King, F. S., 67 Fairview Av., W. Springfield.
- Railway Clerks No. 130.* A. O. H. Hall, 349 Worthington St.; 3d Thurs.; F. J. Lacouline, Pres., 59 Portland St.; F. E. Dugan, F. S. and T., 16 Saratoga St.

Local Trade Unions.

**SPRINGFIELD** — Con.

- Railway Clerks No. 359:* Hampden Lodge (B. & A. R.R.). A. O. H. Hall, 349 Worthington St.; 1st Wed.; Arthur G. Duffy, R. S., 190 New Bridge St., W. Springfield.
- Railway Clerks No. 362:* Connecticut Valley Lodge (B. & M. R.R.). R.R. Y. M. C. A., Main St.; 2d Tues.; Frank O'Connor, R. and F. S., 20 Bradford St.
- Railway Conductors No. 198* (B. & M., B. & A., N. Y., N. H. & H. R.R.). Harmony Hall, 29 Worthington St.; 1st and 3d Sun.; A. E. McGirr, S. T., 454 Union St.; D. W. Morton, B. A. (B. & A. R.R.), 22 Charles St., Auburndale; George C. Hammond, B. A. (B. & M. R.R.), 164 West Wyoming Av., Melrose; W. J. Loring, B. A. (N. Y., N. H. & H. R.R.), 12 Fairfield St., Braintree.
- Roofers No. 42, Slate and Tile* (Springfield, Holyoke, and Vicinity). Carpenters Hall, 437 High St., Holyoke, and C. L. U. Hall, 19 Sanford St., Springfield; 1st and 3d Tues.; Archie La-Rochelle, R. S., 4 Wilbraham Av.
- School House Custodians No. 13152.* C. L. U. Hall, 19 Sanford St.; 1st Mon.; Clarence E. Higgins, S., 47 Tremont St.
- Sheet Metal Workers No. 27.* C. L. U. Hall, 19 Sanford St.; 2d and 4th Thurs.; Hector L. Erard, S., 402 N. Main St.
- Sheet Metal Workers No. 400* (Coppersmiths). Socialist Hall, 150 Bridge St.; 1st Thurs.; Edward W. Tolman, R. S., 87 Bowles St.; John Mattison, Pres., 40 Park Side Av.
- Steam and Operating Engineers No. 602.* Harmony Hall, Myrick Bldg., 29 Worthington St.; Wed.; J. J. Bannon, F. S., 168 Massasoit St.; William H. Grady, B. A., 36 Underwood St.
- Steamfitters and Helpers No. 603.* C. L. U. Hall, 19 Sanford St.; Mon.; C. A. Allis, F. S., 143 Carew St.; M. Joseph Scanlan, B. A.
- Stereotypers No. 121.* C. L. U. Hall, 19 Sanford St.; 2d Tues.; F. L. Stubbs, S., Hayes Av., Chicopee; Joseph F. Darby, B. A., 46 Parsons Av.
- Stone Cutters.* C. L. U. Hall, 19 Sanford St.; on call; Daniel J. Russell, S. T., 180 E. Dwight St., Holyoke.
- Street and Electric Railway Employees No. 448.* C. L. U. Hall, 19 Sanford St.; M. J. Hennessey, B. A., Rm. 418, Third Nat. Bank Bldg.
- Switchmen: Bay State Lodge No. 73.* 118 Plainfield St.; 1st Wed.; E. T. Clark, S. T.
- Tailors No. 26.* C. L. U. Hall, 19 Sanford St.; 1st and 3d Tues.; Joseph L. Dantel, R. S., P. O. Box 922; Otto Ibscher, B. A., 27 Vernon St.
- Telephone Operators No. 34.* A. O. H. Hall, 347 Worthington St.; 2d and 4th Mon.; Miss Mary R. Quinn, Pres., 22 Granville St.
- Theatrical Stage Employees No. 53.* C. L. U. Hall, 19 Sanford St.; 3d Sun.; John L. Dickinson, S., Box 275; D. A. Haggerty, B. A., 27 Sheldon St.
- Tobacco Strippers No. 9608.* A. O. H. Hall, 347 Worthington St.; 4th Wed.; Miss Anna Goda, F. S., 121 Moreland Av.; William Murphy, B. A., 19 Sanford St.

**SPRINGFIELD** — Con.

- Typographical No. 216.* Harmony Hall, Myrick Bldg., 29 Worthington St.; 4th Sun.; Arthur F. Hardwick, S. T., 45 Adams St.
- Wine Clerks No. 866* (Wholesale). 225 Main St., Rm. 26; 2d and 4th Sun.; Neri Beasley, S. T., 143 Garden St., W. Springfield.
- Wire Weavers Benevolent and Protective Association: Eastern Division.* L'Union Canadienne Hall, Front St., Chicopee; 2d Fri.; William J. Hall, R. and C. S., 75 Hitchcock St., Holyoke.

**Stoneham.**

- Boot and Shoe Workers No. 11* (Mixed). Spanish War Veterans Hall, Main St.; 2d and 4th Thurs.; N. F. Bekkenhius, F. S., 7 Hawthorne St., Woburn.
- Carpenters No. 1463.* Spanish War Veterans Hall, Main St.; 1st and 3d Fri.; Thomas J. McHale, F. S., 4 Pleasant St.; John G. Cogill, B. A., 27 Glen Ct., Malden.
- Cutting Die and Cutter Makers No. 306.* Spanish War Veterans Hall, Main St.; 1st Thurs.; Percy R. Gard, S., 27 Wright St.
- Metropolitan Park Employees No. 100.* (See BOSTON.)

**Stoughton.**

- Boot and Shoe Workers No. 259* (Mixed). Foresters Hall; 2d and 4th Tues.; George F. Clark, F. and C. S., 91 Porter St.
- Carpenters No. 1063.* Carpenters Hall, 46 Morton St.; Wed.; F. O. Fowler, R. S., 155 Porter St.
- Letter Carriers: Branch No. 1400.* K. of C. Hall; when necessary; William L. Dwyer, S., 53 Seaver St.

**TAUNTON.**

- Bakers No. 54.* C. L. U. Hall, 19 Broadway; 2d and 4th Sat.; Thomas J. Megan, C. S., 9 Grove St.; John S. Pantan, B. A., 51 School St.
- Barbers No. 345.* C. L. U. Hall, 19 Broadway; 4th Tues.; Abram S. Morse, C. and F. S., 65 Co-hannet St.
- Bartenders No. 84.* Bartenders Hall, Jones Blk.; 1st Sun.; William H. Phipps, F. S. and B. A., 34 Shores St.
- Boot and Shoe Workers No. 296* (Shoe Repairers). C. L. U. Hall, 19 Broadway; 3d Sun.; M. F. Fitzgibbons, F. S., 30 Washington St.
- Bricklayers, Masons, and Plasterers No. 13.* Hibernian Hall, 16 Weir St.; 2d and 4th Wed.; Callaghan McCarthy, R. and C. S., 254 Washington St.; George D. Lahar, B. A., 103 W. Britannia St.
- Carpenters No. 1035.* Jones Blk., Broadway; Mon.; Alfred E. Shaw, R. S., 82 Washington St.; George D. Lahar, B. A., 103 W. Britannia St.
- Carpenters No. 1487.* St. Jean Baptiste Hall, 13 Whittenton St.; Fri.; George A. Grenier, R. S., 28 Madison St.; George D. Lahar, B. A., 103 W. Britannia St.
- Cigar Makers No. 326.* C. L. U. Hall, 19 Broadway; 4th Thurs.; Daniel J. Kervick, R. and F. S., 54 Weir St.

## Local Trade Unions.

## TAUNTON — Con.

- City Employees No. 325.* Cor. Leonard St. and Broadway; 2d and 4th Thurs.; Daniel McKeon, F. S., 91 Washington St.
- Cloth Folders No. 651* (Barrowsville). John Sears, S. T., Barrowsville, Mass.; Thomas F. McMahon, B. A., 762 Atwell Av., Providence, R. I.
- Electrical Workers No. 235* (Mixed). Bartenders Hall, Jones Blk., Broadway; 1st and 3d Fri.; F. C. Sortoris, F. S., 41 Clinton St.; John Bolger, Pres., Dighton, Mass.
- Foundry Employees No. 29.* Foresters Hall, Weir Village; 1st and 3d Thurs.; Floyd E. Gorton, F. S., 45 Third St.
- Jewelry and Pearl Workers No. 11.* C. L. U. Hall, 19 Broadway; 1st and 3d Wed.; Nathan C. Godfrey, R. S., 39 Myrtle St.
- Letter Carriers: Branch No. 71.* Monday following the 16th; John J. Mahan, S., 57 Summer St.
- Locomotive Firemen and Enginemen No. 474.* Elks Hall, Weir and Main Sts.; 1st and 2d Mon.; C. Fred Smith, R. S., 13 Anderson St.
- Loomfixers No. 36.* Pine Hill St.; 4th Mon.; William Mitchell, F. S. and B. A., 90 School St.
- Machinists No. 489.* Carpenters Hall, 7 Broadway; 2d Thurs.; Thomas P. Moran, F. S., 138 Oak St.
- Machinists No. 714.* C. L. U. Hall, Jones Blk., 19 Broadway; 1st and 3d Fri.; Patrick F. Devers, R. S., 21 Presbrey Av.
- Metal Polishers, Buffers, Platers, Brass, and Silver Workers No. 154.* C. L. U. Hall, Jones Blk., 19 Broadway; 2d Fri.; John Kelliher, C. S., 8 Godfrey St.; A. F. Rogers, F. S. T., 14 Anawan St.
- Molders No. 39* (Iron). Good Samaritan Hall, Main and Weir Sts.; 1st and 3d Fri.; Edward F. Kennedy, C. R., 26 White St.; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood.
- Mule Spinners No. 12.* C. L. U. Hall, 19 Broadway; at call of Pres.; Daniel J. Minahan, S. T. and B. A., 246 Washington St.
- Musicians No. 231.* A. O. H. Hall, 19 Weir St.; 2d Sun.; James White, R. S., 401 Cohannet St.; James P. Hem, Treas., 46 Main St.
- Painters, Decorators, and Paperhangers No. 574.* A. O. H. Hall, 19 Weir St.; 1st and 3d Fri.; Charles McDonald, F. S., 102 School St.; John W. Reilly, R. S., 32 Purchase St.
- Pattern Makers Association.* Odd Fellows Bldg., Court St.; 2d Wed.; N. B. Bucklin, B. A., 98 Weybosset St., Providence, R. I.
- Plumbers, Gasfitters, Steamfitters, and Helpers No. 626.* Odd Fellows Bldg., Court St.; 1st and 3d Tues.; Frank O. Nevitt, S., 33 Godfrey St.; George D. Lahar, B. A., 103 W. Britannia St.
- Railroad Trainmen: Old Colony Lodge No. 70.* Odd Fellows Hall, Court St.; 1st and 3d Sun.; Frank J. Silver, Jr., S., 67 Wales St.
- Retail Clerks No. 848.* C. L. U. Hall, 19 Broadway; 2d and 4th Mon.; William F. Moore, C. and F. S., 9 Warren St.
- Silver Workers No. 155.* 1st and 2d Mon.; Henry L. Asselin, R. S., 22 Cottage St.

## TAUNTON — Con.

- Steam Engineers No. 488.* Engineers Hall, 19 Broadway; 2d Thurs.; James W. Flynn, F. S., 403 Danforth St.
- Stove Mounters and Range Workers No. 40.* Foresters Hall, W. Water St.; 2d Wed.; E. F. Leonard, S., 1 W. Water St.
- Street and Electric Railway Employees No. 243.* C. L. U. Hall, 19 Broadway; 3d Mon.; Delmer J. Hill, F. S. and T., 178 Oak St.; J. F. Hyland, Pres., 82 Washington St.
- Teamsters and Chauffeurs No. 78.* C. L. U. Hall, 19 Broadway; 2d and 4th Wed.; Wm. L. Toner, F. S. T., 2 Couch St.
- Telephone Operators No. 22A.* Odd Fellows Hall, Court St.; 4th Mon.; Miss May N. Rose, 30 Fifth St.
- Theatrical Stage Employees No. 561.* Odd Fellows Hall, Court St.; 1st Sun.; F. C. Booth, S. pro tem., Box 423; John O'Donnell, V. P., 2 Dinley Av.
- Typographical No. 319.* C. L. U. Hall, 19 Broadway; 1st Mon.; J. F. Fitzgerald, S. T., 25 Briggs St.

## Townsend.

- Granite Cutters* (W. Townsend). Firemen's Hall, Main St.; John Macdonald, Dist. Officer, Townsend.
- Quarry Workers No. 184* (West Townsend). Engine House; Warren E. Elliott, S. and Shop Steward, Box 38, West Townsend.

## Turners Falls. (See MONTAGUE.)

## Uxbridge.

- Street and Electric Railway Employees No. 22.* (See WORCESTER.)

## Wakefield.

- Carpenters No. 862.* Flanley Hall, Main St.; 2d and 4th Thurs.; G. B. Moore, R. S., 7 Pitman Av., Greenwood; John G. Cogill, B. A., 27 Glen Ct., Malden.
- Iron Molders No. 70.* G. A. R. Hall, Foster St.; 3d Wed.; Albert E. Lord, C. R., 10 Fairmount Av.; William John, B. A., 665 Washington St., Boston.
- Letter Carriers: Branch No. 341.* Living Room, P. O.; 2d Tues.; William E. Packard, S., 17 Eaton St.
- Plumbers, Gasfitters, Steamfitters, and Steamfitters' Helpers No. 550.* Spanish War Veterans Hall, Main St.; 2d and 4th Tues.; M. M. Edson, R. S., 37 Pleasant St.
- Shoe Workers No. 78* (Mixed) (U. S. W.). Eagles Hall, Foster St.; 1st and 3d Mon.; Adin M. Perkins, S. T., 86 Gould St.; William H. Watson, B. A., Western Av., Lynn.
- Street and Electric Railway Employees No. 249.* (See READING.)
- Turn Workmen No. 5* (S. W. P.). Kingman Blk., Albion and Main Sts.; 2d and 4th Thurs.; S. J. Pothier, S., 47 Locust St., Haverhill; John F. Bowen, B. A., 47 Locust St., Haverhill.

Local Trade Unions.

Walpole.

*Carpenters No. 1479.* Odd Fellows Hall, Main St.; 1st and 3d Wed.; Ernest Hunt, R. S., Box 201; William E. Angus, Walpole, Mass.

WALTHAM.

*Barbers No. 711.* A. O. H. Hall, 710 Main St.; 1st Wed.; Louis C. Tanzilli, C. and F. S., 6 Crescent St.

*Bricklayers, Masons, and Plasterers No. 15.* Eagle Blk., Main St.; Tues.; James Hannify, C. S. and B. A., 219 School St.

*Carpenters No. 540.* Carpenters Hall, Moody and Crescent Sts.; Wed.; Archie G. Henry, R. S., Box 110; L. H. Johnson, B. A., Albemarle Rd., W. Newton.

*City Employees No. 955.* 710 Main St.; 1st and 3d Thurs.; Edward A. Mitchell, R. S., 233 Charles St.

*Coal Teamsters and Helpers No. 328.* G. A. R. Hall, Beacon St., Watertown; 1st and 3d Mon.; Patrick T. Hughes, S. T. and B. A., 41 Paul St., Watertown.

*Cotton Mule Spinners.* A. O. H. Hall, 710 Main St.; 2d Fri.; Charles Ryberg, T., 422 Moody St.; Thomas Manning, S., 15 Whitecomb St.

*Iron Molders No. 102.* A. O. H. Hall, 710 Main St.; 2d and 4th Tues.; William J. Toohey, C. R., 61 Taylor St.; William John, B. A., 665 Washington St., Boston.

*Lathers No. 142.* A. O. H. Hall, Main St.; 1st and 3d Tues.; W. A. Greeley, F. S., 545 Main St.

*Letter Carriers: Branch No. 217.* A. O. H. Hall, 710 Main St.; George F. Beckwith, S. and B. A.

*Machinists: Norumbega Lodge No. 465.* 4 Exchange Pl.; 1st Mon.; M. H. Nethercote, R. S., 3 Grant Pl.

*Painters, Decorators, and Paperhangers No. 894.* Hibernian Hall, Main St.; 1st and 3d Mon.; Edwin E. Burrill, R. S., 45 Winthrop St.; John J. Fitzhenry, B. A., Box 43, Norwood.

*Plumbers No. 289.* Monument Hall, 649 Main St.; 1st and 3d Thurs.; Daniel McKenzie, R. S., 2 Hastings Av.; William Hayes, B. A., 2 Grant Pl.

*Street and Electric Railway Employees No. 600.* A. O. H. Hall, 710 Main St.; 1st Fri.; Francis H. Burbank, F. S. and T., 245 Auburn St., Auburndale; William T. Egan, B. A., 2 Franklin St., Natick.

*Theatrical Stage Employees No. 505.* A. O. H. Hall, 710 Main St.; 3d Sun.; James J. Tully, Pres., 17 Elm St.; F. J. Hughes, B. A., Church St.

*Typographical No. 259.* 621 Main St.; 1st Mon.; A. L. Moody, S.

Ware.

*Bartenders No. 123.* Eagle Hall, Main St.; 1st Sun.; Louis A. Strack, R. S. and T., Gilbertville Rd.

*Carpenters No. 1630.* Union Hall, 68 Main St.; 1st and 3d Thurs.; A. M. Ramsdell, F. S., 30 Prospect St.; T. L. Provencal, R. S., 29 Walnut St.

*Letter Carriers: Branch No. 1067.* Living Room, P. O.; 2d Mon.; D. P. Griffin, S.

Wareham.

*Carpenters No. 1579.* K. of P. Hall, 545 Onset Av., Onset; last Mon.; George L. Quinn, F. S., Box 211, Onset; A. L. Little, B. A., Marion.

*Folders No. 822* (East Wareham). 1st Tues.; James Wilson, S., Box 1274, E. Wareham; Thomas F. McMahon, B. A., 762 Atwell Av., Providence, R. I.

Watertown.

*Coal Teamsters and Helpers No. 328.* (See WALTHAM.)  
*Iron Molders No. 179.* 995 Washington St., Boston; 3d Thurs.; O. S. McLellan, C. R., Oak St., Greenwood; William John, B. A., 665 Washington St., Boston.

*Machinists: Arsenal Lodge No. 150.* Essex Hall, 40 Prospect St., Cambridge; 2d and 4th Mon.; Joseph P. Larkin, R. S., 215 Arsenal St.

*Metal Polishers, Buffers, and Platers No. 50.* 197 Arsenal St.; 1st Thurs.; T. Robert Quinlan, F. and R. S., 46 West St., Needham Heights.

*Stove Mounters and Range Workers No. 41.* G. A. R. Hall; 3d Thurs.; Thomas J. Timmons, R. and C. S., 4 Walnut St.

*Town Employees No. 807.* Eagles Hall, 1 Mt. Auburn St.; 3d Mon.; John Kilday, R. S., 74 Forrest St.; Patrick H. Moran, Pres., 16 Cuba St.

Webster.

*Barbers No. 358.* B. and S. W. Hall, 56 Main St.; last Thurs.; Ernest J. Todd, S. and B. A., 107 Main St.

*Boot and Shoe Workers No. 278* (Mixed). 56 Main St.; 1st and 3d Thurs.; John H. Ryan, F. S. and B. A., Box 72.

*Letter Carriers: Branch No. 831.* Post Office; when necessary; Oscar Klebart, S., 18 Prospect St.

Wellesley.

*Painters, Decorators, and Paperhangers No. 916.* (See NATICK.)

*Town Employees No. 833.* Silver Leaf Hall, Forest St., Wellesley Hills; 2d and 4th Wed.; Edward H. Barry, R. S., 9 Cedar St., Newton Lower Falls.

Westborough.

*Carpenters No. 1459.* A. O. H. Hall, Main St.; 2d Fri.; Lester G. DeArmond, R. S., 6 Whitney St.; Joseph McNeil, F. S., 6 Myrtle St.

*Machinists No. 85.* South St.; 1st and 3d Wed.; Charles H. Spears, F. S., 28 Blake St.; Oscar F. Pearson, R. S., 108 South St.

*Painters, Decorators, and Paperhangers No. 614.* A. O. H. Hall, Main St.; 2d and 4th Thurs.; Nils C. Lundberg, F. S., R. F. D. No. 2.

Westfield.

*Barbers No. 33.* C. L. U. Hall, 112 Elm St.; 4th Tues.; J. C. Cleary, C. and F. S., 26 Union St.

*Bartenders No. 82.* C. L. U. Hall, 112 Elm St.; 1st Sun.; William H. Dineen, S. T., 11 Kellogg St.

*Boot and Shoe Workers No. 135* (Shoe Repairers). C. L. U. Hall, 112 Elm St.; 4th Mon.; William Arnold, S. T., 21 Holland Av.

## Local Trade Unions.

## Westfield — Con.

- Bricklayers, Masons, and Plasterers No. 24.* Foresters Hall, School St.; 1st Wed.; Francis J. MacKay, C. S. and B. A., 5 White St.
- Carpenters No. 222.* C. L. U. Hall, 112 Elm St.; 1st and 3d Tues.; Everett L. Dickinson, R. S., 43 W. School St.; Thomas McCarrol, B. A., 845 Worthington St., Springfield.
- Cigar Makers No. 28.* C. L. U. Hall, 112 Elm St.; 2d Mon.; S. J. T. Wall, F. S., Box 102.
- Iron Molders No. 95.* C. L. U. Hall, 112 Elm St.; 1st and 3d Wed.; John F. Gibbons, C. R., 9 Cross St.; James A. Loveday, B. A., Lock Box 100, Hartford, Conn.
- Letter Carriers: Branch No. 128.* Fraternity Hall, 80 Elm St.; Harry S. Maschin, S. T. and B. A., 12 Paper St.
- Lithographers No. 21.* (See SPRINGFIELD.)
- Machinists No. 704.* C. L. U. Hall, 112 Elm St.; 2d and 4th Sat.; James Sullivan, R. S., 9 Mechanic St.; Andrew J. Grimes, B. A., 257 Main St., Springfield.
- Metal Polishers, Buffers, and Platers No. 80.* C. L. U. Hall, 112 Elm St.; 1st Fri.; E. R. Stratton, R. S., 10 Sterling St.
- Musicians Protective No. 91.* Carpenters Hall, School St.; 1st Sun.; Philip S. Chadwick, R. S., 15 Holland Av.
- Painters, Decorators, and Paperhangers No. 290.* C. L. U. Hall, 112 Elm St.; 2d and 4th Wed.; F. A. Bailey, F. S., 28 Bush St.
- Plumbers No. 607.* C. L. U. Hall, 112 Elm St.; 2d Fri.; Harold F. Cook, R. S., 21 Chapel St.
- Railroad Trainmen: Woronoco Lodge No. 356.* A. O. H. Hall, 266-268 Elm St.; 2d Wed. and 4th Sun.; John J. Murphy, S., 5 Crown St.; W. J. Rooney, Treas., 33 Orange St.
- Retail Clerks No. 176.* C. L. U. Hall, 112 Elm St.; 2d Tues.; James M. Rose, F. S., 3 Jefferson St.
- Teamsters No. 349, Coal.* C. L. U. Hall, 112 Elm St.; 3d Mon.; Allen P. Smith, R. S., 7 Madison St.; Allen H. Smith, S. T., 13 Princeton St.

## West Springfield.

- Locomotive Firemen and Enginemen: Merrick Lodge No. 563.* Grange Hall, Garden St.; 1st and 3d Sun.; Albert H. Remington, R. S., 320 Park St.
- Paper Makers No. 174 (Finishers).* A. O. H. Hall, Mitteneague; 2d and 4th Fri.; Miss Ellen Carney, Pres., Mitteneague, Mass.
- Railroad Trainmen: Pioneer Lodge No. 238.* Centennial Hall, Union and Russell Sts.; 2d and 4th Sun.; E. Levesque, S. and B. A., 78 Hill St., Merrick.
- Railway Conductors: Merrick Div. No. 642.* Centennial Hall, Union and Russell Sts.; 3d Sun.; Charles S. Polley, S., 7 Burford Av.

## Weymouth.

- Boot and Shoe Workers No. 53 (Mixed)* (East Weymouth). McMorrow Hall, Kane Av.; 2d and 4th Fri.; John H. Tobin, B. A., 5 Cottage St., E. Weymouth.
- Bricklayers and Plasterers No. 52.* (See QUINCY.)

## Whitinsville. (See NORTHBRIDGE.)

## Whitman.

- Boot and Shoe Workers No. 31 (Mixed).* Jenkins Blk., 591 Washington St.; 1st and 3d Mon.; George Douglas, F. S. and B. A., Box 17, Sta. A.
- Carpenters No. 1018.* K. of C. Hall, South Av.; 1st and 3d Wed.; Fred L. Gill, F. S., 325 Bedford St.
- Cutters No. 456 (B. & S. W.).* Hardings Blk., Washington St.; 1st and 3d Tues.; Michael J. Casey, F. S. and B. A., 108 Stetson St.
- Edgemakers No. 425 (B. & S. W.).* Jenkins Blk., 591 Washington St.; 1st and 3d Thurs.; George L. Brouillard, F. S. and T., 14 Fullerton Av.; Joseph D. Poitras, B. A., 28 Main St., Brockton.
- Lasters No. 69 (B. & S. W.).* Rm. 6, Jenkins Blk., 591 Washington St.; 1st and 3d Thurs.; Arthur T. Hatch, S., Box 112.
- Letter Carriers: Branch No. 1600.* Red Men's Hall, 31 South Av.; 17th of each month (18th if 17th falls on Sun. or holiday); Ray C. Peterson, S., 502 Beulah St.
- Stitchers No. 129 (B. & S. W.).* Jenkins Blk., Washington St.; 2d and 4th Mon.; Michael T. White, F. S. and B. A., 91 Winter St.
- Treers, Dressers, and Packers No. 165 (B. & S. W.).* A. O. H. Hall, Washington St.; 1st and 3d Fri.; William O'Brien, F. S. T., 344 Commercial St.; Fred Ryan, ch. Local Ex. Bd., 29 Elm Pl.

## Williamstown.

- Carpenters No. 979.* G. A. R. Hall, Spring St.; 1st and 3d Mon.; Warren J. Barber, Pres., 48 Southworth St.
- Letter Carriers: Branch No. 1438.* William E. Gillooly, S. T., 66 Meacham St.
- Painters, Decorators, and Paperhangers No. 622.* G. A. R. Hall, Spring St.; 1st and 3d Tues.; W. Frank Williams, R. S., North St.

## Winchendon.

- Letter Carriers: Branch No. 1155.* Frank R. Bosworth, S., 121 Main St.

## Winchester.

- Carpenters No. 991.* Masonic Hall, Mt. Vernon St.; 1st and 3d Wed.; L. L. Taylor, R. S., 7 Eaton St.; John G. Cogill, B. A., 27 Glen Ct., Malden.
- Letter Carriers: Branch No. 243.* P. O. Bldg.; on call; J. E. O'Connor, S., 961 Main St.
- Painters, Decorators, and Paperhangers No. 74.* Carl Paulson, F. S., 4 Sherman Ter., Woburn.
- Teamsters and Helpers No. 321.* Foresters Hall, 584 Main St.; last Tues.; Patrick J. Lally, S. T., 33 Kirk St.
- Town Employees No. 465.* Foresters Hall, Main and Park Sts.; 1st Wed.; Thomas J. Kean, R. S., 11 Linden St.

Local Trade Unions.

Winthrop.

- Carpenters No. 821.* Wadsworth Blk., Winthrop St.; Tues.; Arthur G. Campbell, R. S., 36 Madison Av.; James Bresnahan, B. A., 30 Hanover St., Boston.
- Painters, Decorators, and Paperhangers No. 690.* Carpenters Hall, Winthrop St.; 2d and 4th Mon.; William C. Sheldrick, R. S., 195 Lincoln St.; John J. Fitzhenry, B. A., 862 Washington St., Norwood.

WOBURN.

- Carpenters No. 885.* Union Hall, Main and Walnut Sts.; Thurs.; S. J. Bezanson, R. S., Lowell St. and Newbridge Av., Burlington; John G. Cogill, 27 Glen Ct., Malden.
- City Employees No. 934.* G. A. R. Hall, Main St.; 1st Wed.; Martin J. McCauley, S. T., 22 Buck St.
- Letter Carriers: Branch No. 75.* Post Office, Federal St.; on call; S. J. Flynn, S. and B. A., 41 Garfield Av.
- Painters, Decorators, and Paperhangers No. 605.* (See MEDFORD.)
- Plumbers and Steamfitters No. 450.* Mechanics Hall, Main and Walnut Sts.; 1st and 3d Tues.; W. Hopkinson, R. S., 11 Chestnut St.
- Street and Electric Railway Employees No. 473.* Curtis Bldg., 377 Main St.; 1st Tues.; Charles A. Connor, R. S., 28 N. Warren St.; W. H. Stearns, F. S., 50 Harrison Av.

WORCESTER.

- Bakers No. 133.* Socialist Hall, 83 Green St.; 1st and 2d Fri.; Louis Widoff, S. T. and B. A., 7 Columbia St.
- Barbers No. 186.* Labor Temple, 62 Madison St.; 1st and 3d Thurs.; Ernest H. Tosi, C. and F. S., 13 King St.; S. P. Ryan, B. A., 33 Hudson St.
- Bartenders No. 95.* Labor Temple, 62 Madison St.; 2d Sun.; James H. Loughlin, F. S. and B. A., 458 Park Av.
- Boot and Shoe Workers No. 162 (Mixed).* A. O. H. Hall, 26 Trumbull St.; on call; John J. Bonner, S. T., 26 Washington St.; Henry Gould, Pres., 68 Francis St.
- Bottlers and Drivers No. 180.* A. O. H. Hall, 26 Trumbull St.; 2d and 4th Thurs.; John H. Leary, S., 55 Vernon St.
- Brewery Workmen No. 136.* A. O. H. Hall, 26 Trumbull St.; 1st and 3d Fri.; Patrick J. Mahoney, S., 25 Arlington St.
- Bricklayers and Plasterers No. 6.* 20 Madison St.; Tues.; Timothy Kinnealy, F. S. and B. A., 17 Abbott St.
- Bridge and Structural Iron Workers No. 57.* Labor Temple, 62 Madison St.; 1st and 3d Thurs.; Gus Berquist, F. S., 146 Perry Av.
- Building Laborers No. 210.* Christopher Columbus Hall, 319 Shrewsbury St.; 2d and 4th Fri.; Louigo Scucuzzo, F. S., 9 Plum St.

WORCESTER — Con.

- Building Laborers No. 388* (Hod Carriers and Common Laborers). Granite Hall, 566 Main St.; Tues.; Martin J. Carroll, S. T., 12 Nixon Av.
- Card Machine Operators.* (See BOSTON.)
- Carpenters No. 23.* Labor Temple, 62 Madison St.; Fri.; Herbert Hanson, R. S., 21½ Washburn St.; Oliver Jonah, B. A.
- Carpenters and Joiners No. 408 (French).* Hall No. 7, Labor Temple, 62 Madison St.; 1st and 3d Tues.; Louis J. Varney, S. pro tem., 98 Puritan Av.; Oliver Jonah, B. A.
- Carpenters No. 720 (Swedish).* Hall No. 7, Labor Temple, 62 Madison St.; 2d and 4th Wed.; Gustaf Brandt, R. S., 7 Dustin St.; Oliver Jonah, B. A.
- Carpenters No. 877 (Shop).* Labor Temple, 62 Madison St.; 1st and 3d Fri.; Felix Faucher, R. S., 116 Pilgrim Av.; Oliver E. Jonah, B. A.
- Carpenters No. 1006.* Hall No. 7, Labor Temple, 62 Madison St.; 1st and 3d Thurs.; Harry Laycock, R. S., 59½ Benefit St.; Oliver Jonah, B. A.
- Carpet Weavers Association No. 13.* Bon Ami Hall, Southgate and Grand Sts.; 2d and last Tues.; James Pitt, S., 10 Clay St.
- Cigar Makers No. 92.* Hall No. 4, Labor Temple, 62 Madison St.; 1st Fri.; George Apholt, S., Box 339.
- City Employees No. 15978.* Hall No. 1, Labor Temple, 62 Madison St.; 1st and 3d Sun.; Edward J. Brown, R. S., 3 Matthew Pl.
- Cloak and Skirt Makers No. 75.* 83 Green St.; 1st and 3d Mon.; N. Sperling, F. S., 25 Columbia St.; Daniel Goldman, B. A., 57 Grafton St.
- Clothing Workers No. 174, Amalgamated.* 67 Winter St.; Tues.; Harry E. Sher, F. S., 9 Fox St.; Samuel Gould, B. A., 37 Harrison St.
- Coal Teamsters No. 308.* Labor Temple, 62 Madison St.; 1st and 3d Sun.; Jeremiah F. Donohue, S. T., 31 Jefferson St.
- Cooks and Waiters No. 103.* Machinists Hall, 10 Southbridge St.; Thurs.; Nathan Robbins, S., 31 Portland St.; Oscar Johnson, B. A., 10 Southbridge St.
- Coopers No. 118 (Brewery).* Labor Temple, 62 Madison St.; 1st Wed.; Henry Kilian, F. and C. S., 198 Beacon St.
- Cutting Die and Cutter Makers No. 301.* Dexter Bldg., 554 Main St.; 1st Tues.; M. K. Gosline, S., 245 Park Av.
- Electrical Workers No. 96.* Day Bldg., 306 Main St.; 1st and 3d Mon.; Paul A. Hoey, R. S., 5 Irving St.; William Rossley, B. A., 62 Madison St.
- Electrical Workers No. 616 (Telephone Men).* Moose Hall, 35 Pearl St.; 1st and 3d Tues.; William R. Jones, F. S., 7 Kilby St.; George E. Winchester, B. A., 628 Cambridge St.
- Elevator Constructors No. 47.* Labor Temple, 62 Madison St.; 1st and 3d Fri.; John Lindquist, S., 6 Natick St.
- Engineers, Amalgamated Society of: Worcester Branch No. 1032.* 566 Main St.; alt. Sat.; William Shaw, S., 47 Hope Av.

## Local Trade Unions.

## WORCESTER — Con.

- Garment Workers No. 43* (Waist and White Goods). 83 Green St.; 2d and 4th Mon.; Samuel Cohen, S., 49 Harrison St.
- Granite Cutters: Worcester Branch.* Labor Temple, 62 Madison St.; 3d Fri.; James T. McAvey, C. S., 35 Crescent St.
- Hoisting and Portable Engineers No. 4.* (See Boston.) Worcester members meet at Labor Temple, 62 Madison St.; 2d and 4th Thurs.; Arthur M. Gordon, S., 23 Ashton St.
- Horseshoers No. 31.* Labor Temple, 62 Madison St.; 2d and 4th Mon.; Edward Murphy, S., 26 South St.
- Hotel and Restaurant Employees No. 375* (Waitresses). Labor Temple, 62 Madison St.; 1st and 3d Tues.; Miss Catherine Noonan, S. T., Franklin Hotel; Miss Effie Small, Pres. and B. A., Franklin Hotel.
- Janitors No. 380* (School). Foresters Hall, 244 Main St.; 1st Sat.; Harry Brearly, R. S., 320 Plantation St.
- Lathers No. 79* (Wood, Wire and Metal). Franklin Hall, 554 Main St.; 1st and 3d Mon.; Peter Casavant, F. S., 30 Northboro St.
- Letter Carriers: Branch No. 12.* Malta Hall, 306 Main St.; 3d Sat., except June, July, and Aug.; Charles F. Newton, S., 14 Rupert St.
- Locomotive Engineers No. 64.* Castle Hall, 405 Main St.; 1st and 3d Sun.; Theodore B. Wardwell, S. T., 11½ Hammond St.; Frank B. Woodis, Chief Engineer, 26 Lincoln St.
- Locomotive Firemen and Enginemen: Bay State Lodge No. 73.* Royal Hall, 306 Main St.; 2d and 4th Sun.; G. L. Fletcher, R. S., 19 Sudbury St.; Frank A. Symonds, B. A., 22 Lincoln Sq.
- Machinists No. 339.* Rm. 8, 10 Southbridge St.; Fri.; Harry A. Wilson, R. S., 7 Gardner St.; Harry Hines, Pres. and B. A.
- Machinists: Equality Lodge No. 694.* Labor Temple, 62 Madison St.; 1st and 3d Thurs.; Albert Young, R. S., 27 Duxbury Rd.
- Maintenance of Way Employees No. 109* (B. & A. R.R.). A. O. H. Hall, 26 Trumbull St.; 2d Sat.; Charles P. Groves, S., 11 Nelson Av., N. Grafton.
- Maintenance of Way Employees No. 126* (B. & M. R.R.). A. O. H. Hall, 26 Trumbull St.; 3d Sat.; Harris S. Wright, S. T., Holden, Mass.
- Metal Polishers No. 33.* Labor Temple, 62 Madison St.; 2d and 4th Fri.; Joseph E. Boden, R. S., 113 Merrifield St.; F. X. Rainville, F. S., 348 Grafton St.
- Molders No. 5, Iron.* Labor Temple, 62 Madison St.; Mon.; Joseph E. Johnson, C. R., 175 Water St.
- Musicians Association No. 143.* 34 Front St.; 2d Sun.; Louis T. Estabrook, S.
- Painters, Decorators, and Paperhangers No. 48.* Labor Temple, 62 Madison St.; Mon.; James E. Heffron, B. A.
- Paperhangers No. 483.* Rm. 19, 5 Pleasant St.; 2d and 4th Fri.; P. H. Miller, R. S., 923 Main St.; Frank Bacon, F. S., 7 Winslow St.

## WORCESTER — Con.

- Pattern Makers Association.* Labor Temple, 62 Madison St.; 2d and 4th Tues.; George H. Miller, R. S., 61 Townsend St.; N. B. Bucklin, B. A., 98 Weybosset St., Providence, R. I.
- Photo-Engravers No. 47.* Labor Temple, 62 Madison St.; 4th Tues.; Frederick Burns, S. T., 51 Sterling St.
- Plumbers No. 4.* Labor Temple, 62 Madison St.; 2d and 4th Thurs.; Thomas Thompson, R. S., 54 Arlington St.; John J. Rooney, B. A.
- Printing Pressmen and Assistants No. 72.* Labor Temple, 62 Madison St.; 2d Wed.; Walter W. Wilder, S. T., 34 Portland St.
- Railroad Station Employees: Division No. 10.* 566 Main St.; 2d Tues.; Thomas Howe, R. S., 146 Eastern Av.
- Railroad Station Employees: Division No. 32.* Granite Hall, 566 Main St.; 1st Fri.; Joseph P. Kinnane, R. S., 14 Gage St.
- Railroad Station Employees: Division No. 33.* A. O. H. Hall, 26 Trumbull St.; 2d Tues.; Joseph P. Kinnane, R. S., Stoddard Drive; John T. Wallace, S. T., 57 Fairmont Av.
- Railroad Station Employees No. 39.* Labor Temple, 62 Madison St.; 1st Fri.; Michael J. Gully, S. T., 8 Quinsigamond Av.
- Railroad Trainmen: Bay State Lodge No. 88.* Moose Hall, 35 Pearl St.; 2d Sun. and 4th Mon.; T. H. Leonard, S., 116 Lincoln St.
- Railroad Trainmen: Worcester Lodge No. 553* (B. & A. R.R.). Commonwealth Hall, 566 Main St.; 1st Mon. and 3d Tues.; William T. Connors, S., 70 Grafton St.; Martin N. Doyle, B. A., 16 Harding St.
- Railroad Workers: Pride of Worcester Lodge No. 45.* 566 Main St.; 1st Tues.; Leo J. Handy, R. S., 3 Widerberg Ct.
- Railway Clerks: Worcester Lodge No. 84.* Franklin Hall, Dexter Bldg., 554 Main St.; 2d Mon.; Robert H. Cook, S. T., 8 Whittier St.; H. H. Hubbard, Pres., Mountain St.
- Railway Conductors No. 237.* Castle Hall, 405 Main St.; 4th Sun.; James J. Butler, S. T., care of Post Office.
- Retail Clerks No. 269.* Red Men's Hall, Pearl St.; 1st and 3d Mon.; George O'Sullivan, F. S., 57 Paine St.; John F. Hickey, Jr., Pres. and B. A., 18 Walnut St.
- Sheet Metal Workers No. 194.* Labor Temple, 62 Madison St.; 1st and 3d Tues.; Archibald McLeod, R. S., 6 Abbott St.
- Stationary Firemen No. 88.* Labor Temple, 62 Madison St.; 2d and 4th Sun.; John H. Ashe, R. S., W. Wellington Ter.; Philip Sheridan, B. A., 38 Seigel St.
- Steam Engineers No. 78.* Labor Temple, 62 Madison St.; 1st Thurs.; M. J. Graf, S., 18 Bowdoin St.
- Steamfitters, Gasfitters, and Helpers No. 408.* Labor Temple, 62 Madison St.; 1st and 3d Tues.; Edward S. Cogan, S., 49 Freeland St.; Walter F. Read, B. A.
- Stone Masons No. 29.* 20 Madison St.; Mon.; Alexander Brebner, C. S., 179 Beacon St.



Local Trade Unions.

**WORCESTER — Con.**

*Street and Electric Railway Employees No. 22.* K. of C. Hall, 10 Pearl St.; 1st Tues.; special meetings in Attleboro, Unionville, Leominster, Uxbridge, Northbridge, Charlton and Oxford when necessary; Thomas F. Broderick, Pres. and B. A., 431 State Mutual Bldg.

*Telephone Operators No. 5A.* Benedict Hall, K. of C. Bldg., 10 Pearl St.; 1st and 3d Mon.; Miss Winifred B. Leary, Pres., 55 Vernon St.

*Theatrical Stage Employees No. 96.* Labor Temple, 62 Madison St.; 4th Sun.; Roy D. Lurvey, Pres. and B. A., P. O. Box 389.

**WORCESTER — Con.**

*Typographical No. 165.* Labor Temple, 62 Madison St.; 1st Sun.; W. H. Sullivan, F. S. and B. A., 15 Wachusett St.

*Waitresses.* (See *Hotel and Restaurant Employees No. 375.*)

*Web Pressmen No. 29.* Labor Temple, 62 Madison St.; 2d Mon.; J. H. Cronin, S. T., 34 Stoneland Rd.

*Wine Clerks No. 843, Wholesale.* Labor Temple, 62 Madison St.; 2d Sun.; David Hannigan, R. S., 62 Madison St.; William J. Guilfoyle, Pres. and B. A., 32 Patterson St.







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PART II

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EIGHTH ANNUAL REPORT

ON

UNION SCALE OF WAGES AND HOURS OF LABOR  
IN MASSACHUSETTS

1917

(ISSUED AS LABOR BULLETIN No. 124)

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[1 Pt. II.]



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# UNION SCALE OF WAGES AND HOURS OF LABOR IN MASSACHUSETTS, 1917.

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## INTRODUCTION.

This report is the eighth of a series of annual reports issued by this Bureau relative to the time-rates of wages and hours of labor prevailing in the organized industries and trades in Massachusetts.<sup>1</sup> The data herein presented were obtained principally as of the date July 1, 1917, at which time schedules of inquiry were sent, with few exceptions, to all of the local trade unions in the Commonwealth whose members were known to be working under a time-rate system.

In certain industries and trades, such as the boot and shoe industry, the textile industry, the metal trades, and the clothing trades, wages are paid on a piece-rate basis, but the piece-rates quoted are so numerous and the units of payment are so diverse that it has not seemed advisable to include them in this report. In those instances where organized workmen have endeavored to establish in an industry or trade a union scale of wages and hours of labor, but without any fair degree of success, such proposed scales have been omitted from this report. On the other hand, wherever, in any locality, a definite scale of wages and hours of labor has actually become effective in a strongly organized industry or trade, although it may not have been the subject of a formal, signed agreement between employers and employees, such scale has been included in this report.

The term "*time-rates of wages*", as used in this report, signifies the wages agreed upon in return for services for a specified period, *e.g.*, an hour, day, week, etc., and should not be confounded with *actual earnings*, since the earnings of employees depend both upon the rates of wages paid them and upon the *continuity* of their employment. The rates of wages

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<sup>1</sup> Previous reports relative to time-rates of wages and hours of labor effective in the organized industries and trades in Massachusetts on the several dates specified were issued by this Bureau as follows:

1910 (October 1). Part I of the Forty-first Annual Report on the Statistics of Labor.

1911 (October 1). Labor Bulletin No. 91.

1912 (October 1). Labor Bulletin No. 96.

1913 (October 1). Labor Bulletin No. 97.

1914 (July 1). Labor Bulletin No. 107.

1915 (October 1). Labor Bulletins Nos. 114 and 115.

1916 (July 1). Labor Bulletin No. 120.

serve chiefly to show, by comparison with rates published in earlier reports, the upward or downward trend of wages. Although the rate of wages may increase during a specified period, a scarcity of work may effect even a reduction in the actual earnings during that period, while, on the other hand, an abundance of work, by making possible overtime employment or by reducing the amount of unemployment, may have a favorable effect upon the actual earnings even though the rate of wages may have remained unchanged. Again, in the case of employees receiving a daily rate, the working hours per day may be reduced, thereby increasing the rate per hour, but leaving the actual daily wages unchanged. Likewise, the granting of a weekly half-holiday, without loss of wages, effects an increase in the hourly rate of wages while the actual weekly earnings remain the same. The recent great demand for workmen, particularly at the shipyards and in the machine shops and metal trades establishments, has made it possible for many workmen, both organized and unorganized, to command wages considerably in excess of the standard union rates which, under normal conditions, would prevail in the several localities. Usually, however, the union scale has been retained as the standard, while the employees receive additional compensation in the form of efficiency, service, and night bonuses, premiums, and overtime payments at rates in excess of those paid for work during the regular working hours.

Time-rates are calculated in various ways, but generally by the hour, day, or week. Thus, in the building trades, the wages are generally calculated by the hour, while in most mills and factories a weekly rate prevails. In this report the rate or unit shown is that reported by the union to this Bureau. In some cases the organizations have returned a rate per hour, per day, and week, as well as an overtime and a Sunday rate, thus indicating that each rate has been established among their members. In other cases a rate for only one period has been returned, *i.e.*, for an hour or for a day, and in such cases only the rate returned has been entered in this report, for the reason that the daily or weekly rates may not, in many instances, be computed accurately on the basis of the hourly rates. Frequently the agreements between employers and labor organizations contain clauses to the effect that workmen commencing work shall be paid for at least one-half day even though the hours actually worked may amount to less than one-half day.

The "*union scale*" establishes merely a minimum rate, less than which members are not supposed to accept, and a maximum number of hours, in excess of which they may not work at the regular rate of pay, and in

most cases members are liable to definite penalties for violations of such union rules. In some localities and in certain trades workmen receive more than the prescribed minimum rate and in some instances employees work less than the prescribed maximum number of hours, such variations being generally the result of individual negotiations which are determined by special qualifications of the individual employee or by the peculiar conditions existing in any single trade or establishment. Agreements sometimes provide that old and infirm employees may work for less than the union scale. Except where otherwise noted, this report has reference only to the minimum rates of wages and maximum number of hours which have become effective in the various organized trades, and does not purport to show the extent to which there may be individual variations from the established scales.

The authority for the data presented in this report has been derived in most cases from information furnished by organizations of employees. Exceptions appear, however, in the case of employees in the steam and electric railway service and in telephone, telegraph, and federal service, regarding whom the necessary information was obtained from wage scales furnished for the most part by the employers.

Of the 1,578 local unions known to be in existence in Massachusetts on July 1, 1917, 896, having an aggregate membership of 129,641, are directly represented in these returns, and in addition to this number of organized workmen directly represented, large numbers of employees in steam and electric railway service and telephone, telegraph, and federal service, including both organized and unorganized employees, are represented by data furnished by their employers.

The preparation of this report has involved much correspondence with the officers of the various labor organizations in this Commonwealth and also a considerable amount of field work on the part of representatives of this Bureau. To some extent, also, it has been necessary to confer with the employers in order to supplement or confirm the data obtained from trade union officials. Almost invariably a spirit of hearty co-operation has been manifested by those whom it has been necessary to consult.

## A. GENERAL GROUP OF TRADES.

TABLE 1. BUILDING TRADES.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- urday		
<b>Bricklayers, Masons, and Plasterers.</b>									
<i>Apprentices.</i>									
Attleboro, . . . . .	\$0.20	\$1.60	\$8.80	1½ T.	2 T.	8	4	44	12
Boston (plasterers):									
First year, . . . . .	-	-	6.00	2 T.	2 T.	8	2-	40	2-
Second year, . . . . .	-	-	9.00	2 T.	2 T.	8	2-	40	2-
Third year, . . . . .	-	-	12.00	2 T.	2 T.	8	2-	40	2-
Fourth year, . . . . .	-	-	15.00	2 T.	2 T.	8	2-	40	2-
Brockton:									
First year, . . . . .	-	-	7.00	2 T.	2 T.	8	4	44	12
Second year, . . . . .	-	-	8.00	2 T.	2 T.	8	4	44	12
Third year, . . . . .	-	-	10.00	2 T.	2 T.	8	4	44	12
Fall River (first year), . .	-	1.50	-	1½ T.	1½ T.	8	4	44	12
Fall River (third year), . .	-	3.00	-	1½ T.	1½ T.	8	4	44	12
Fitchburg:									
First year, . . . . .	-	1.25	-	1½ T.	2 T.	8	8	48	4
Second year, . . . . .	-	1.50	-	1½ T.	2 T.	8	8	48	4
Third year, . . . . .	-	1.75	-	1½ T.	2 T.	8	8	48	4
Gardner:									
First year, . . . . .	-	1.50	-	1½ T.	2 T.	8	8	48	3
Second year, . . . . .	-	2.50	-	1½ T.	2 T.	8	8	48	3
Third year (first three months), . .	-	3.00	-	1½ T.	2 T.	8	8	48	3
Third year (after three months), . .	-	3.50	-	1½ T.	2 T.	8	8	48	3
Holyoke:									
First year, . . . . .	21¼	-	-	2 T.	2 T.	8	4	44	12
Second year, . . . . .	37½	-	-	2 T.	2 T.	8	4	44	12
Third year, . . . . .	.50	-	-	2 T.	2 T.	8	4	44	12
Lowell:									
First year, . . . . .	-	1.00	-	2 T.	2 T.	8	4	44	12
Second year, . . . . .	-	2.00	-	2 T.	2 T.	8	4	44	12
Third year, . . . . .	-	3.50	-	2 T.	2 T.	8	4	44	12
Malden:									
First year, . . . . .	.30	-	-	1½ T.	2 T.	8	4	44	12
Second year, . . . . .	.45	-	-	1½ T.	2 T.	8	4	44	12
Third year, . . . . .	.50	-	-	1½ T.	2 T.	8	4	44	12
Somerville (plasterers):									
First year, . . . . .	-	-	7.00	2 T.	2 T.	8	2-	40	2-
Second year, . . . . .	-	-	9.00	2 T.	2 T.	8	2-	40	2-
Third year, . . . . .	-	-	11.00	2 T.	2 T.	8	2-	40	2-
Fourth year, . . . . .	-	-	13.00	2 T.	2 T.	8	2-	40	2-
Worcester:									
First year, . . . . .	-	-	7.50	1½ T.	2 T.	8	4	44	12
Second year, . . . . .	-	-	9.00	1½ T.	2 T.	8	4	44	12
Third year (first six months), . .	-	-	12.00	1½ T.	2 T.	8	4	44	12
Third year (second six months), . .	-	-	15.00	1½ T.	2 T.	8	4	44	12
<i>Bricklayers.</i>									
Athol, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	-
Attleboro, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
Beverly, . . . . .	.70	-	-	2 T.	2 T.	8	4	44	12
Boston:									
Bricklayers, . . . . .	3.70	-	-	2 T.	2 T.	8	4	44	12
Fire bricklayers, . . . . .	3.75	-	-	2 T.	2 T.	8	4	44	12
Sewer workers, . . . . .	3.80	-	-	2 T.	2 T.	8	4	44	12

<sup>1</sup> The symbols used in this table signify as follows: Reg.=Regular time; 1½ T.=Time and one-half; 2 T.=Double time.

<sup>2</sup> Work 5 days a week; no work on Saturday.

<sup>3</sup> On August 1, 1917, rate was increased 5 cents an hour.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
Bricklayers, Masons, and Plasterers — Con.										
Bricklayers — Con.										
Brockton, . . . . .	\$0.70	\$5.60	\$30.80	2 T.	2 T.	8	4	44	12	
Cambridge, . . . . .	.70	5.60	30.80	2 T.	2 T.	8	4	44	12	
Clinton, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12	
Fall River, . . . . .	.65	5.20	28.60	1½ T.	1½ T.	8	4	44	12	
Fitchburg, . . . . .	.65	5.20	—	1 —	2 T.	8	8	48	4	
Fitchburg (sewer work), . . . . .	.70	5.60	—	1 —	2 T.	8	8	48	4	
Framingham, . . . . .	.70	—	—	1½ T.	2 T.	8	4	44	12	
Gardner, . . . . .	.65	5.20	31.20	1½ T.	2 T.	8	8	48	3	
Gloucester, . . . . .	.60	—	—	2 T.	2 T.	8	8	48	8	
Great Barrington, . . . . .	.62½	5.00	27.50	2 T.	2 T.	8	4	44	12	
Greenfield, . . . . .	.65	5.20	31.20	1½ T.	2 T.	8	8	48	—	
Haverhill, . . . . .	2.70	—	—	3 —	2 T.	8	4	44	12	
Haverhill (sewer work), . . . . .	.75	—	—	3 —	2 T.	8	4	44	12	
Holyoke, . . . . .	.70	5.60	30.80	2 T.	2 T.	8	4	44	12	
Lawrence, . . . . .	.70	5.60	30.80	1½ T.	2 T.	8	4	44	12	
Lenox, . . . . .	.62½	5.00	27.50	1½ T.	2 T.	8	4	44	12	
Leominster, . . . . .	.65	5.20	—	1 —	2 T.	8	8	48	4	
Leominster (sewer work), . . . . .	.70	5.60	—	1 —	2 T.	8	8	48	4	
Lowell, . . . . .	.70	5.60	30.80	2 T.	2 T.	8	4	44	12	
Lynn, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12	
Marlborough, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12	
New Bedford, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12	
Newburyport, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12	
Newton, . . . . .	.70	5.60	30.80	2 T.	2 T.	8	4	44	12	
North Adams, . . . . .	.68¼	5.46	30.03	2 T.	2 T.	8	4	44	12	
Northampton, . . . . .	.62½	5.00	—	2 T.	2 T.	8	8	48	—	
Pittsfield, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12	
Plymouth, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12	
Quincy, . . . . .	.70	—	—	2 T.	2 T.	8	4	44	12	
Salem, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12	
Southbridge, . . . . .	.60	—	—	1½ T.	2 T.	8	4	44	12	
Springfield, . . . . .	.70	5.60	30.80	2 T.	2 T.	8	4	44	12	
Taunton, . . . . .	.65	—	—	2 T.	2 T.	8	4	44	12	
Waltham, . . . . .	.70	5.60	30.80	2 T.	2 T.	8	4	44	12	
Westfield, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12	
Worcester, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12	
Plasterers.										
Athol, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	—	
Attleboro, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12	
Beverly, . . . . .	.70	—	—	2 T.	2 T.	8	4	44	12	
Boston, . . . . .	.70	—	—	2 T.	2 T.	8	4	40	4	
Brockton, . . . . .	.70	5.60	30.80	2 T.	2 T.	8	4	44	12	
Clinton, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12	
Fall River, . . . . .	.65	5.20	28.60	1½ T.	1½ T.	8	4	44	12	
Fitchburg, . . . . .	.65	5.20	—	1½ T.	2 T.	8	8	48	4	
Framingham, . . . . .	.70	—	—	1½ T.	2 T.	8	4	40	4	
Gardner, . . . . .	.65	5.20	31.20	1½ T.	2 T.	8	8	48	3	
Gloucester, . . . . .	.60	—	—	2 T.	2 T.	8	8	48	8	
Great Barrington, . . . . .	.62½	5.00	27.50	2 T.	2 T.	8	4	44	12	
Greenfield, . . . . .	.65	5.20	31.20	1½ T.	2 T.	8	8	48	—	
Haverhill, . . . . .	.62½	5.00	27.50	2 T.	2 T.	8	4	44	12	
Holyoke, . . . . .	.70	5.60	30.80	2 T.	2 T.	8	4	44	12	
Lawrence, . . . . .	.67½	5.40	27.00	2 T.	2 T.	8	4	40	4	
Lenox, . . . . .	.62½	5.00	27.50	1½ T.	2 T.	8	4	44	12	
Lowell (operative), . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12	
Lynn, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12	
Marlborough, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12	

1 Repairing boilers on Saturday afternoon, double time; other work, time and one-half.

2 Repairing old boilers, double time.

3 For first hour overtime, time and one-half; double time thereafter.

4 Work 5 days a week; no work on Saturday.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
Bricklayers, Masons, and Plasterers — Con.										
Plasterers — Con.										
New Bedford, . . . . .	\$0.65	\$5.20	\$28.60	1½ T.	2 T.	8	4	44	12	
Newburyport, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12	
Newton, . . . . .	.75	6.00	30.00	2 T.	2 T.	8	1 -	40	1 -	
North Adams, . . . . .	.68½	5.46	30.03	2 T.	2 T.	8	4	44	12	
Northampton, . . . . .	.62½	5.00	-	2 T.	2 T.	8	8	48	-	
Pittsfield, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12	
Plymouth, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12	
Quincy, . . . . .	.70	-	-	2 T.	2 T.	8	4	44	12	
Salem, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12	
Somerville, . . . . .	.70	-	-	2 T.	2 T.	8	1 -	40	1 -	
Springfield, . . . . .	.70	5.60	30.80	2 T.	2 T.	8	4	44	12	
Taunton, . . . . .	.65	-	-	2 T.	2 T.	8	4	44	12	
Waltham, . . . . .	.70	5.60	28.00	2 T.	2 T.	8	1 -	40	1 -	
Westfield, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12	
Worcester, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12	
Stonemasons.										
Athol, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	-	
Attleboro, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12	
Beverly, . . . . .	.70	-	-	2 T.	2 T.	8	4	44	12	
Boston, . . . . .	2.70	-	-	2 T.	2 T.	8	4	44	12	
Brockton, . . . . .	.70	5.60	30.80	1½ T.	2 T.	8	4	44	12	
Cambridge, . . . . .	.70	5.60	30.80	2 T.	2 T.	8	4	44	12	
Clinton, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12	
Dedham, . . . . .	.65	-	-	2 T.	2 T.	8	4	44	12	
Fall River, . . . . .	.65	5.20	28.60	1½ T.	1½ T.	8	4	44	12	
Framingham, . . . . .	.65	-	-	1½ T.	2 T.	8	4	44	12	
Gardner, . . . . .	.65	5.20	31.20	1½ T.	2 T.	8	8	48	3	
Great Barrington, . . . . .	.62½	5.00	27.50	2 T.	2 T.	8	4	44	12	
Haverhill, . . . . .	3.65	-	-	2 T.	2 T.	8	4	44	12	
Holyoke, . . . . .	.70	5.60	30.80	2 T.	2 T.	8	4	44	12	
Lawrence, . . . . .	.70	5.60	30.80	1½ T.	2 T.	8	4	44	12	
Lenox, . . . . .	.62½	5.00	27.50	1½ T.	2 T.	8	4	44	12	
Lynn, . . . . .	.60	-	-	4 -	2 T.	8	4	44	12	
Malden, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12	
Marlborough, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Newburyport, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12	
Newton, . . . . .	.70	5.60	30.80	2 T.	2 T.	8	4	44	12	
North Adams, . . . . .	.68½	5.46	30.03	2 T.	2 T.	8	4	44	12	
Northampton, . . . . .	.50	4.00	-	2 T.	2 T.	8	8	48	-	
Pittsfield, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12	
Plymouth, . . . . .	.60	-	-	2 T.	2 T.	8	4	44	12	
Quincy, . . . . .	.60	-	-	2 T.	2 T.	8	4	44	12	
Salem, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12	
Springfield, . . . . .	.70	5.60	30.80	2 T.	2 T.	8	4	44	12	
Taunton, . . . . .	.65	-	-	2 T.	2 T.	8	4	44	12	
Waltham, . . . . .	.70	5.60	30.80	2 T.	2 T.	8	4	44	12	
Westfield, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12	
Worcester, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12	
Building Laborers and Hod Carriers.										
Boston:										
Laborers, <sup>6</sup> . . . . .	.40	3.20	19.20	Reg.	2 T.	8	8	48	-	
Masons' tenders, . . . . .	.42½	3.40	20.40	1½ T.	2 T.	8	8	48	-	
Plasterers' tenders, . . . . .	.50	-	-	7 -	2 T.	8	1 -	40	1 -	
Scaffold builders, . . . . .	.45	3.60	21.60	1½ T.	2 T.	8	8	48	-	

<sup>1</sup> Work 5 days a week; no work on Saturday.<sup>2</sup> On August 1, 1917, rate was increased 5 cents an hour.<sup>3</sup> Repairing old boilers, double time.<sup>4</sup> For first hour overtime, time and one-half; double time thereafter.<sup>5</sup> Time and one-half, except on Saturday afternoon when double time is paid.<sup>6</sup> Includes concrete mixers, diggers, excavators, and all ordinary laborers.<sup>7</sup> On Saturday, time and one-half; other overtime, double time.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Work- ing Days	Sundays and Holi- days	Mon- day to Fri- day	Sat- urday			
<b>Building Laborers and Hod Carriers — Con.</b>										
Brockton, . . . . .	\$0.45	\$3.60	\$19.80	2 T.	2 T.	8	4	44	12	
Cambridge:										
Laborers, <sup>1</sup> . . . . .	.40	—	—	Reg.	2 T.	8	4	44	12	
Masons' tenders, . . . .	.42½	—	—	1½ T.	2 T.	8	4	44	12	
Plasterers' tenders, . . .	.50	—	—	2	2 T.	8	3-	40	3-	
Easthampton, . . . . .	.45	3.60	21.60	2 T.	2 T.	8	8	48	—	
Fitchburg, . . . . .	.41	—	—	1½ T.	2 T.	8	4	44	12	
Haverhill:										
Brick carriers, . . . . .	.37½	3.00	16.50	4-	5-	8	4	44	12	
Cement mixers and carriers,	.37½	3.00	16.50	4-	5-	8½	4½	46	12	
Mortar carriers, . . . .	.42½	3.40	18.70	4-	5-	8	4	44	12	
Plaster carriers, . . . .	.50	4.00	22.00	4-	5-	8	4	44	12	
Holyoke (hod carriers), . .	.45	—	19.80	2 T.	2 T.	8	4	44	12	
Holyoke (laborers), . . . .	.37½	3.00	18.00	1½ T.	2 T.	8	8	48	—	
Lawrence:										
Building laborers and hod carriers (Unions A and B),	.40	—	—	1½ T.	2 T.	8	4	44	12	
Plasterers' tenders (Union A), . . . . .	.45	—	—	2 T.	2 T.	8	3-	40	3-	
Plasterers' tenders (Union B), . . . . .	.45	3.60	—	2 T.	2 T.	8	4	44	12	
Leominster, . . . . .	.37½	—	—	1½ T.	2 T.	8	4	44	12	
Lowell (masons' tenders), . .	.40	3.20	17.60	1½ T.	2 T.	8	4	44	12	
Lowell (plasterers' tenders), .	.43	—	—	1½ T.	2 T.	8	4	44	12	
Lynn, . . . . .	.50	—	—	6-	2 T.	8	4	44	12	
Newton, . . . . .	.45	3.60	—	7-	2 T.	8	3-	40	3-	
Northampton, . . . . .	.45	3.60	21.60	2 T.	2 T.	8	8	48	—	
Quincy, . . . . .	.50	—	—	1½ T.	2 T.	8	4	44	12	
Salem, . . . . .	.50	—	—	2 T.	2 T.	8	4	44	12	
Springfield, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12	
Springfield (laborers), . . .	—	3.00	—	1½ T.	2 T.	8	8	48	—	
Worcester:										
Brick carriers, and mortar carriers and mixers, . . . .	.45	3.60	19.80	1½ T.	2 T.	8	4	44	12	
Hod carriers, . . . . .	.45	3.60	19.80	8-	2 T.	8	4	44	12	
Plasterers' tenders, . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Staging builders, . . . .	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12	
<b>Carpenters.</b>										
<i>Apprentices.</i>										
Bridgewater:										
First year, . . . . .	—	—	8.00	1½ T.	2 T.	8	4	44	12	
Second year, . . . . .	—	—	10.00	1½ T.	2 T.	8	4	44	12	
Third year, . . . . .	—	—	14.00	1½ T.	2 T.	8	4	44	12	
Fall River:										
First year, . . . . .	—	1.00	—	9-	2 T.	8	4	44	12	
Second year, . . . . .	—	2.00	—	9-	2 T.	8	4	44	12	
Third year, . . . . .	—	3.00	—	9-	2 T.	8	4	44	12	
Franklin, . . . . .	—	—	10.00	1½ T.	2 T.	8	4	44	12	
Haverhill:										
First year, . . . . .	—	—	9.00	2 T.	2 T.	8	4	44	12	
Second year, . . . . .	—	—	12.00	2 T.	2 T.	8	4	44	12	
Third year, . . . . .	—	—	16.50	2 T.	2 T.	8	4	44	12	
Fourth year, . . . . .	—	4.06	—	2 T.	2 T.	8	4	44	12	

<sup>1</sup> Includes concrete mixers, diggers, excavators, and all ordinary laborers.<sup>2</sup> On Saturday, time and one-half; other overtime, double time.<sup>3</sup> Work 5 days a week; no work on Saturday.<sup>4</sup> No work permitted on Saturday afternoon; other overtime, time and one-half.<sup>5</sup> No work permitted on Labor Day; on other holidays and Sundays, double time.<sup>6</sup> Before 8 P.M., time and one-half; after 8 P.M., double time.<sup>7</sup> Before 9 P.M., time and one-half; after 9 P.M., double time.<sup>8</sup> Between 6 A.M. and 8 A.M. and between 5 P.M. and 8 P.M., time and one-half; after 8 P.M. double time.<sup>9</sup> Before 10 P.M., time and one-half; after 10 P.M. and on Saturday afternoon, double time.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
Carpenters — Con.									
Apprentices — Con.									
Hull, . . . . .	\$0.40	\$3.20	\$17.60	2 T.	1 -	8	4	44	12
Lawrence:									
First year, . . . . .	.24	1.92	10.56	2 T.	2 T.	8	4	44	12
Second year, . . . . .	.36	2.88	15.84	2 T.	2 T.	8	4	44	12
Third year, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12
Fourth year, . . . . .	.54	4.32	23.76	2 T.	2 T.	8	4	44	12
Lee:									
First year, . . . . .	-	2.00	-	1½ T.	2 T.	8	4	44	12
Second year, . . . . .	-	2.50	-	1½ T.	2 T.	8	4	44	12
Third year, . . . . .	-	3.00	-	1½ T.	2 T.	8	4	44	12
Lowell, . . . . .	.35	2.80	15.40	1½ T.	2 T.	8	4	44	12
Lynn:									
First year, . . . . .	-	-	10.00	2 T.	2 T.	8	2 -	40	2 -
Second year, . . . . .	-	-	12.00	2 T.	2 T.	8	2 -	40	2 -
Third year, . . . . .	-	-	15.00	2 T.	2 T.	8	2 -	40	2 -
Fourth year, . . . . .	-	-	18.00	2 T.	2 T.	8	2 -	40	2 -
Methuen:									
First year, . . . . .	.24	1.92	10.56	1½ T.	2 T.	8	4	44	12
Second year, . . . . .	.36	2.88	15.84	1½ T.	2 T.	8	4	44	12
Third year, . . . . .	.45	3.60	19.80	1½ T.	2 T.	8	4	44	12
Fourth year, . . . . .	.54	4.32	23.76	1½ T.	2 T.	8	4	44	12
Natick:									
First year, . . . . .	-	-	10.50	2 T.	2 T.	8	4	44	12
Second year, . . . . .	-	-	15.00	2 T.	2 T.	8	4	44	12
Third year, . . . . .	-	-	19.00	2 T.	2 T.	8	4	44	12
Fourth year, . . . . .	-	-	22.00	2 T.	2 T.	8	4	44	12
Newton:									
First year, . . . . .	-	-	10.50	2 T.	2 T.	8	4	44	12
Second year, . . . . .	-	-	15.00	2 T.	2 T.	8	4	44	12
Third year, . . . . .	-	-	19.00	2 T.	2 T.	8	4	44	12
Fourth year, . . . . .	-	-	22.00	2 T.	2 T.	8	4	44	12
North Adams, . . . . .	.25	2.00	11.00	1½ T.	2 T.	8	4	44	12
Springfield, . . . . .	.30	2.40	13.20	2 T.	2 T.	8	4	44	12
Stoughton, . . . . .	-	2.00	-	3 -	2 T.	8	4	44	12
Taunton, . . . . .	.30	2.40	13.20	1½ T.	2 T.	8	4	44	12
Westfield, . . . . .	.37½	3.00	16.50	2 T.	2 T.	8	4	44	12
Williamstown, . . . . .	.28	-	-	1½ T.	2 T.	8	4	44	12
Worcester, . . . . .	.25	2.00	11.00	4 -	2 T.	8	4	44	12
Floorlayers.									
Boston:									
Floorlayers, . . . . .	.65	5.20	26.00	2 T.	2 T.	8	2 -	40	2 -
Apprentices:									
First year, . . . . .	-	-	7.00	2 T.	2 T.	8	2 -	40	2 -
Second year, . . . . .	-	-	8.00	2 T.	2 T.	8	2 -	40	2 -
Third year, . . . . .	-	-	10.00	2 T.	2 T.	8	2 -	40	2 -
Fourth year, . . . . .	-	-	14.00	2 T.	2 T.	8	2 -	40	2 -
New Bedford, . . . . .	.60	-	-	2 T.	2 T.	8	4	44	12
House Carpenters.									
Adams, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Amesbury, . . . . .	.43¾	3.50	19.25	1½ T.	2 T.	8	4	44	12
Amherst, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12
Arlington, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
Arlington (foremen), . . . . .	.65	-	-	1½ T.	2 T.	8	4	44	12
Athol, . . . . .	.42½	3.40	20.40	1½ T.	2 T.	8	8	48	-
Beverly, . . . . .	.60	-	-	2 T.	5 -	8	4	44	12

<sup>1</sup> On Labor Day, triple time; on other holidays and Sundays, double time.

<sup>2</sup> Work 5 days a week; no work on Saturday.

<sup>3</sup> On Saturday afternoon, double time; other overtime, time and one-half.

<sup>4</sup> Between 7 A.M. and 8 A.M. and between 5 P.M. and 9 P.M., time and one-half; after 9 P.M. and on Saturday afternoon, double time.

<sup>5</sup> On Sundays and Labor Day, triple time; on other holidays, double time.



TABLE 1. BUILDING TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
Carpenters — Con.									
House Carpenters — Con.									
Boston, . . . . .	\$0.65	\$5.20	\$26.00	2 T.	2 T.	8	1—	40	1—
Boston (foremen), . . . . .	.70	—	—	2 T.	2 T.	8	1—	40	1—
Braintree, . . . . .	.75	—	—	—	—	—	—	—	—
Bridgewater, . . . . .	.60	—	—	2 T.	2 T.	8	4	44	12
Bridgewater (foremen), . . . . .	.50	4.00	22.00	2—	2 T.	8	4	44	12
Brockton, . . . . .	.55	4.40	24.20	2—	2 T.	8	4	44	12
Brockton (foremen), . . . . .	.55	4.40	24.20	3—	2 T.	8	4	44	12
Brookline, . . . . .	.62½	5.00	27.50	3—	2 T.	8	4	44	12
Brookline (foremen), . . . . .	.65	5.20	—	2 T.	2 T.	8	1—	40	1—
Cambridge, . . . . .	.75	6.00	30.00	2 T.	2 T.	8	1—	40	1—
Cambridge (foremen), . . . . .	.65	—	—	2 T.	2 T.	8	1—	40	1—
Canton, . . . . .	.75	—	—	2 T.	2 T.	8	1—	40	1—
Chelsea, . . . . .	.56¼	4.50	24.75	2 T.	2 T.	8	4	44	12
Chicopee, . . . . .	.65	—	—	2 T.	2 T.	8	1—	40	1—
Chicopee (foremen), . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Clinton, . . . . .	—	5.00	27.50	2 T.	2 T.	8	4	44	12
Concord, . . . . .	.54	—	—	2 T.	2 T.	8	4	44	12
Danvers, . . . . .	.45—	—	19.80—	1½ T.	2 T.	8	4	44	12
Dedham, . . . . .	.55	—	24.20	—	—	—	—	—	—
Easthampton, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Easton, . . . . .	.65	—	—	2 T.	2 T.	8	1—	40	1—
Everett, . . . . .	.50	—	—	1½ T.	2 T.	8	4	44	12
Fall River, . . . . .	.55	—	—	1½ T.	2 T.	8	4	44	12
Fall River (foremen), . . . . .	.65	—	—	2 T.	2 T.	8	1—	40	1—
Fitchburg, . . . . .	.50	—	—	1½ T.	2 T.	8	4	44	12
Fitchburg (foremen), . . . . .	.50	—	—	1½ T.	2 T.	8	4	44	12
Framingham, . . . . .	.55	—	—	1½ T.	2 T.	8	4	44	12
Franklin, . . . . .	.65	—	—	2 T.	2 T.	8	1—	40	1—
Gardner, . . . . .	.50	—	—	2 T.	2 T.	8	4	44	12
Gloucester, . . . . .	.50	4.00	22.00	3—	2 T.	8	4	44	12
Great Barrington, . . . . .	—	4.50	—	3—	2 T.	8	4	44	12
Greenfield, . . . . .	.47	3.75	22.50	1½ T.	2 T.	8	8	48	—
Haverhill, . . . . .	.50	4.00	24.00	1½ T.	2 T.	8	8	48	—
Haverhill (foremen), . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Hingham, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Holyoke, . . . . .	.50	—	—	1½ T.	2 T.	8	4	44	12
Hudson, . . . . .	.60	—	—	2 T.	4—	8	4	44	12
Hull, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Hull (foremen), . . . . .	.45	3.60	21.60	1½ T.	2 T.	8	8	48	—
Ipswich, . . . . .	.57	4.56	25.08	2 T.	2 T.	8	4	44	12
Lawrence, <sup>6</sup> . . . . .	—	5.06	—	2 T.	2 T.	8	4	44	12
Lawrence (foremen), . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Lee, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Lenox, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Leominster, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Lowell, . . . . .	.53	4.24	23.32	1½ T.	2 T.	8	4	44	12
Lowell (foremen), . . . . .	—	3.75	—	1½ T.	2 T.	8	8	48	—
Lynn, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Lynn (foremen), . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Malden, . . . . .	.60	4.80	24.00	2 T.	2 T.	8	1—	40	1—
Manchester, . . . . .	.70	5.60	28.00	2 T.	2 T.	8	1—	40	1—
Marblehead, . . . . .	.65	5.20	26.00	2 T.	2 T.	8	1—	40	1—
Marlborough, . . . . .	.60	—	—	2 T.	2 T.	8	4	44	12
Maynard, . . . . .	.60	—	—	2 T.	2 T.	8	4	44	12
Maynard, . . . . .	.52½	4.20	23.10	7—	2 T.	8	4	44	12
Maynard, . . . . .	.50	4.00	22.00	1½ T.	1½ T.	8	4	44	12

1 Work 5 days a week; no work on Saturday.

2 Before midnight, time and one-half; after midnight, double time.

3 Before 10 P.M., time and one-half; after 10 P.M. and on Saturday afternoon, double time.

4 On Sundays and Labor Day, triple time; on other holidays, double time.

5 On Labor Day, triple time; on other holidays and Sundays, double time.

6 Same rates and hours apply in Andover.

7 Before 9 P.M., time and one-half; after 9 P.M., double time.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- urday		
Carpenters — Con.									
House Carpenters — Con.									
Medford, . . . . .	\$0.65	—	—	2 T.	2 T.	8	1 —	40	1 —
Melrose, . . . . .	.60	—	—	2 T.	2 T.	8	4	44	12
Methuen, . . . . .	.60	\$4.80	\$26.40	1½ T.	2 T.	8	4	44	12
Methuen (foremen), . . . . .	.65	—	—	1½ T.	2 T.	8	4	44	12
Middleborough, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Milford, . . . . .	.50	—	—	1½ T.	2 T.	8	4	44	12
Milton, . . . . .	.65	—	—	2 T.	2 T.	8	1 —	40	1 —
Nahant, . . . . .	.60	4.80	24.00	2 T.	2 T.	8	1 —	40	1 —
Natick, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Needham, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
New Bedford, . . . . .	.60	—	—	2 T.	2 T.	8	4	44	12
Newburyport, . . . . .	.43¾	3.50	19.25	1½ T.	2 T.	8	4	44	12
Newton, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Newton (foremen), . . . . .	.70	5.60	30.80	2 T.	2 T.	8	4	44	12
North Adams, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
North Adams (foremen), . . . . .	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12
Northampton, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
North Attleborough, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Norwood, . . . . .	.52½	—	—	2 T.	2 T.	8	4	44	12
Palmer, . . . . .	.50	—	—	2 T.	2 T.	8	4	44	12
Pittsfield, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Plymouth, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Provincetown, . . . . .	.41	3.28	19.68	1½ T.	2 T.	8	8	48	—
Quincy, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Quincy (foremen), . . . . .	.66¼	5.30	29.15	2 T.	2 T.	8	4	44	12
Reading, . . . . .	.60	4.80	26.40	—	—	8	4	44	12
Reading (foremen), . . . . .	.65	5.20	28.60	—	—	8	4	44	12
Revere, . . . . .	.65	5.20	26.00	2 T.	2 T.	8	1 —	40	1 —
Rockland, . . . . .	.60	—	—	2 T.	2 T.	8	4	44	12
Salem, <sup>4</sup> . . . . .	.60	4.80	26.40	2 T.	5 —	8	4	44	12
Salem (foremen), . . . . .	.70	—	—	2 T.	5 —	8	4	44	12
Saugus, . . . . .	.60	—	—	2 T.	2 T.	8	1 —	40	1 —
Scituate, . . . . .	.51	4.08	22.44	—	—	8	4	44	12
Sharon, . . . . .	.56¼	4.50	24.75	1½ T.	2 T.	8	4	44	12
Sharon (foremen), . . . . .	—	5.00	—	1½ T.	2 T.	8	4	44	12
Somerville, . . . . .	.65	5.20	26.00	2 T.	2 T.	8	1 —	40	1 —
Somerville (foremen), . . . . .	.75	—	—	2 T.	2 T.	8	1 —	40	1 —
Southbridge, . . . . .	.52	4.16	22.88	1½ T.	2 T.	8	4	44	12
Springfield, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Springfield (foremen), . . . . .	.62½	—	27.50	2 T.	2 T.	8	4	44	12
Stoneham, . . . . .	.60	4.80	26.40	6 —	2 T.	8	4	44	12
Stoneham (foremen), . . . . .	.65	5.20	28.60	6 —	2 T.	8	4	44	12
Stoughton, . . . . .	.56¼	4.50	24.75	7 —	2 T.	8	4	44	12
Stoughton (foremen), . . . . .	—	5.00	—	7 —	2 T.	8	4	44	12
Taunton, . . . . .	.46	3.68	20.24	1½ T.	2 T.	8	4	44	12
Taunton (foremen), . . . . .	{ .50	4.00	22.00	1½ T.	2 T.	8	4	44	12
	{ .60	4.80	26.40	2 T.	2 T.	8	4	44	12
Wakefield, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Walpole, . . . . .	.52½	4.20	23.10	2 T.	2 T.	8	4	44	12
Waltham, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Ware, . . . . .	.45	—	—	1½ T.	2 T.	8	4	44	12
Wareham, . . . . .	.50	—	—	1½ T.	2 T.	8	8	48	3
Wenham, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
Westborough, . . . . .	.45	—	—	1½ T.	2 T.	8	4	44	12
Westfield, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12

<sup>1</sup> Work 5 days a week; no work on Saturday.<sup>2</sup> Before 9 P.M., time and one-half; after 9 P.M., double time.<sup>3</sup> Before 10 P.M., time and one-half; after 10 P.M., double time.<sup>4</sup> Same rates and hours apply in Essex, Middleton, Peabody, and Topsfield.<sup>5</sup> On Sundays and Labor Day, triple time; on other holidays, double time.<sup>6</sup> On Labor Day, triple time; on other holidays and Sundays, double time.<sup>7</sup> On Saturday afternoon, double time; other overtime, time and one-half.

TABLE 1. BUILDING TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Carpenters — Con.</b>									
<i>House Carpenters — Con.</i>									
Westfield (foremen), . . . . .	\$0.65	\$5.20	\$28.60	2 T.	2 T.	8	4	44	12
Whitman, . . . . .	.55	—	—	1—	2 T.	8	4	44	12
Williamstown, . . . . .	.50	—	22.00	1½ T.	2 T.	8	4	44	12
Williamstown (foremen), . . . . .	.55	—	—	1½ T.	2 T.	8	4	44	12
Winchester, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
Winchester (foremen), . . . . .	.65	—	—	1½ T.	2 T.	8	4	44	12
Winthrop, . . . . .	.65	—	—	2 T.	2 T.	8	2—	40	2—
Woburn, . . . . .	.60	—	—	3—	2 T.	8	4	44	12
Worcester, . . . . .	.54	4.32	23.76	4—	2 T.	8	4	44	12
Worcester (foremen), . . . . .	.60 .62	—	—	4—	2 T.	8	4	44	12
<i>Stairbuilders.</i>									
Boston, . . . . .	.65	—	26.00	2 T.	2 T.	8	2—	40	2—
<i>Wharf and Bridge Carpenters.</i>									
<i>Boston:</i>									
Bridge, scow, or lighter work, . . . . .	.53	—	—	2 T.	2 T.	8	4	44	12
Foremen, . . . . .	.62½	5.00	—	2 T.	2 T.	8	4	44	12
Land machine or pile driver work, . . . . .	.45	—	—	2 T.	2 T.	8	4	44	12
Superstructure work on wharves or bridges, . . . . .	.65	—	—	2 T.	2 T.	8	4	44	12
<b>Cement and Artificial Stone Workers.</b>									
<i>Finishers.</i>									
Boston, . . . . .	.70	—	—	5—	2 T.	8	4	44	12
Boston (foremen), . . . . .	.75	—	—	5—	2 T.	8	4	44	12
Fall River, . . . . .	.65	5.20	28.60	1½ T.	1½ T.	8	4	44	12
Lawrence, . . . . .	.67½	5.40	27.00	2 T.	2 T.	8	2—	40	2—
Lowell, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12
Newburyport, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
Pittsfield, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Springfield, . . . . .	.70	5.60	30.80	2 T.	2 T.	8	4	44	12
Taunton, . . . . .	.65	—	—	2 T.	2 T.	8	4	44	12
<i>Finishers' Apprentices.</i>									
<i>Boston:</i>									
First year, . . . . .	.45	—	—	5—	2 T.	8	4	44	12
Second year, . . . . .	.50	—	—	5—	2 T.	8	4	44	12
Third year, . . . . .	.55	—	—	5—	2 T.	8	4	44	12
<b>Electrical Workers (Inside-men).</b>									
<i>Apprentices, First Year.</i>									
Quincy (first six months), . . . . .	.16	—	7.04	6—	7—	8	4	44	12
Quincy (second six months), . . . . .	.18	—	7.92	6—	7—	8	4	44	12

<sup>1</sup> Before 10 P.M., time and one-half; after 10 P.M. and on Saturday afternoon, double time.

<sup>2</sup> Work 5 days a week; no work on Saturday.

<sup>3</sup> Before 8 P.M., time and one-half; after 8 P.M., double time.

<sup>4</sup> Between 7 A.M. and 8 A.M. and between 5 P.M. and 9 P.M., time and one-half; after 9 P.M. and on Saturday afternoon, double time.

<sup>5</sup> Time and one-half except on Saturday afternoon, until 5 P.M.; after 5 P.M., double time.

<sup>6</sup> Before midnight, time and one-half; from midnight to 8 A.M., double time.

<sup>7</sup> No work on Labor Day; double time on other holidays and Sundays.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Electrical Workers (Inside-men) — Con.</b>									
<i>Apprentices, Second Year.</i>									
Haverhill, . . . . .	—	—	<sup>1</sup> \$9.00	1½ T.	2 T.	8	4	44	12
Lawrence, . . . . .	—	—	9.00	2 —	3 —	8	4	44	12
Lowell, . . . . .	\$0.30	\$2.40	13.20	4 —	2 T.	8	4	44	12
New Bedford, . . . . .	.30	2.40	—	2 T.	2 T.	8	4	44	12
Quincy, . . . . .	.25	—	11.00	5 —	6 —	8	4	44	12
Taunton, . . . . .	—	2.00	—	1½ T.	2 T.	8	4	44	12
Worcester, . . . . .	.17½ <sup>22</sup>	—	—	7 —	2 T.	8	4	44	12
<i>Apprentices, Third Year.</i>									
Haverhill, . . . . .	—	2.50	—	1½ T.	2 T.	8	4	44	12
Lawrence, . . . . .	.35	—	—	2 —	3 —	8	4	44	12
New Bedford, . . . . .	.30	2.40	—	2 T.	2 T.	8	4	44	12
Quincy, . . . . .	.35	—	15.40	5 —	6 —	8	4	44	12
<i>Apprentices, Fourth Year.</i>									
Haverhill, . . . . .	—	2.75	—	1½ T.	2 T.	8	4	44	12
Lawrence, . . . . .	.37½ <sup>2</sup>	—	—	2 —	3 —	8	4	44	12
Quincy, . . . . .	.45	—	19.80	5 —	6 —	8	4	44	12
<i>Fixture Hangers.</i>									
Boston (fitters and hangers), . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Brockton, . . . . .	.55	4.40	24.20	8 —	2 T.	8	4	44	12
Lynn, . . . . .	.55	4.40	24.20	9 —	2 T.	8	4	44	12
<i>Wiremen.</i>									
Boston, . . . . .	.70	—	—	2 T.	2 T.	8	4	44	12
Brockton, . . . . .	<sup>10</sup> .55	4.40	24.20	8 —	2 T.	8	4	44	12
Fall River, . . . . .	.50	—	—	2 T.	2 T.	8	4	44	12
Fitchburg, . . . . .	.47½ <sup>2</sup>	—	—	11 —	2 T.	8	4	44	12
Haverhill, . . . . .	.47½ <sup>2</sup>	—	—	1½ T.	2 T.	8	4	44	12
Hingham, . . . . .	.55	4.40	24.20	1½ T.	—	8	4	44	12
Holyoke, . . . . .	.50	—	—	1½ T.	2 T.	8	4	44	12
Lawrence, . . . . .	.47	—	—	2 —	3 —	8	4	44	12
Lowell, . . . . .	.43	3.44	18.92	4 —	2 T.	8	4	44	12
Lynn, . . . . .	.55	4.40	24.20	9 —	2 T.	8	4	44	12
New Bedford, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
North Adams, . . . . .	.50	—	24.00	1½ T.	2 T.	8 <sup>2</sup> / <sub>3</sub>	4 <sup>2</sup> / <sub>3</sub>	48	12
Northampton, . . . . .	.50	—	—	12 —	2 T.	8	4	44	12
Pittsfield, . . . . .	—	4.00	—	1½ T.	2 T.	8	4	44	12
Quincy, . . . . .	.60	—	—	5 —	6 —	8	4	44	12
Salem, . . . . .	.55	—	—	11 —	2 T.	8	4	44	12
Springfield, . . . . .	.57	—	—	11 —	2 T.	8	4	44	12
Taunton, . . . . .	.41	3.28	—	1½ T.	2 T.	8	4	44	12
Worcester, . . . . .	.50	—	—	7 —	2 T.	8	4	44	12

<sup>1</sup> All apprentices receive \$9 except those already in third and fourth years of service who had been regularly employed for 9 months previous to June 12, 1916.

<sup>2</sup> Before 10 P.M., time and one-half; after 10 P.M., double time.

<sup>3</sup> Before 6 P.M., Sundays, time and one-half; after 6 P.M., Sundays, and all overtime on holidays, double time.

<sup>4</sup> Before midnight and on Saturday afternoon, time and one-half; after midnight, double time.

<sup>5</sup> Before midnight, time and one-half; from midnight to 8 A.M., double time.

<sup>6</sup> No work on Labor Day; double time on other holidays and Sundays.

<sup>7</sup> Before 7 P.M., time and one-half; after 7 P.M. and on Saturday afternoon, double time.

<sup>8</sup> Before 10 P.M., time and one-half; between 10 P.M. and 6 A.M. and on Saturday afternoon, double time.

<sup>9</sup> Before 6 P.M., time and one-half; after 6 P.M. and on Saturday afternoon, double time.

<sup>10</sup> On October 1, 1917, rate was increased to 60 cents.

<sup>11</sup> Before 9 P.M., time and one-half; after 9 P.M. and on Saturday afternoon, double time.

<sup>12</sup> Time and one-half, except between 5 P.M. and 6 P.M., and on Saturday afternoon, when regular rate is paid.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Electrical Workers (Inside-men) — Con.</b>									
<i>Wiremen's Helpers.</i>									
Boston, . . . . .	\$0.35	-	-	2 T.	2 T.	8	4	44	12
Fall River:									
After one year, . . . . .	.18 $\frac{3}{4}$	-	-	2 T.	2 T.	8	4	44	12
After two years, . . . . .	.25	-	-	2 T.	2 T.	8	4	44	12
After three years, . . . . .	.31 $\frac{1}{4}$	-	-	2 T.	2 T.	8	4	44	12
Fitchburg:									
First two years, . . . . .	.20	-	-	1 -	2 T.	8	4	44	12
Third year, . . . . .	.30	-	-	1 -	2 T.	8	4	44	12
Fourth year, . . . . .	.40	-	-	1 -	2 T.	8	4	44	12
Holyoke, . . . . .	.30	-	-	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Lowell, . . . . .	.30	\$2.40	\$13.20	2 -	2 T.	8	4	44	12
Lynn (first two years), . . . . .	.25	2.00	11.00	3 -	2 T.	8	4	44	12
Lynn (third year), . . . . .	.35	2.80	15.40	3 -	2 T.	8	4	44	12
Pittsfield, . . . . .	-	2.50	-	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Springfield (second year), . . . . .	.28 $\frac{1}{8}$	-	-	1 -	2 T.	8	4	44	12
Springfield (after second year), . . . . .	.31	-	-	1 -	2 T.	8	4	44	12
Worcester, . . . . .	.28 $\frac{1}{8}$	-	-	5 -	2 T.	8	4	44	12
<b>Elevator Constructors.</b>									
<i>Helpers.</i>									
Boston, . . . . .	.43 $\frac{3}{4}$	3.50	-	2 T.	2 T.	8	4	44	12
Springfield, . . . . .	.37 $\frac{1}{2}$	-	-	1 $\frac{1}{2}$ T.	2 T.	8	4	44	<sup>6</sup> 12
<i>Mechanics.</i>									
Boston, . . . . .	.67 $\frac{1}{2}$	5.40	-	2 T.	2 T.	8	4	44	12
Springfield, . . . . .	.55	-	-	1 $\frac{1}{2}$ T.	2 T.	8	4	44	<sup>6</sup> 12
<b>Hoisting and Portable Engineers.</b>									
Boston:									
Hoisting and portable engineers, . . . . .	7.75	-	<sup>8</sup> 27.50	2 T.	2 T.	8	4	44	12
Hoisting and portable engineers, three shifts, . . . . .	-	-	<sup>9</sup> 35.00	2 T.	2 T.	8	8	56	-
Steam shovel engineers, . . . . .	-	-	40.00	2 T.	2 T.	8	8	<sup>10</sup> 48	-
Brockton, . . . . .	-	-	27.50	2 T.	2 T.	8	4	44	12
Brockton (steam shovel), . . . . .	-	-	40.00	2 T.	2 T.	8	8	48	-
Lawrence:									
Hoisting and portable engineers, . . . . .	7.75	-	<sup>8</sup> 27.50	2 T.	2 T.	8	4	44	12
Hoisting and portable engineers, three shifts, . . . . .	-	-	<sup>9</sup> 35.00	2 T.	2 T.	8	8	56	-
Steam shovel engineers, . . . . .	-	-	40.00	2 T.	2 T.	8	8	<sup>10</sup> 48	-
Lowell:									
Hoisting and portable engineers, . . . . .	7.75	-	<sup>8</sup> 27.50	2 T.	2 T.	8	4	44	12
Hoisting and portable engineers, three shifts, . . . . .	-	-	<sup>9</sup> 35.00	2 T.	2 T.	8	8	56	-
Steam shovel engineers, . . . . .	-	-	40.00	2 T.	2 T.	8	8	<sup>10</sup> 48	-

<sup>1</sup> Before 9 P.M., time and one-half; after 9 P.M. and on Saturday afternoon, double time.<sup>2</sup> Before midnight and on Saturday afternoon, time and one-half; after midnight, double time.<sup>3</sup> Before 6 P.M., time and one-half; after 6 P.M. and on Saturday afternoon, double time.<sup>4</sup> In October, 1917, rate was increased to 33 cents.<sup>5</sup> Before 7 P.M., time and one-half; after 7 P.M. and on Saturday afternoon, double time.<sup>6</sup> On construction work, Saturday half-holiday during entire year; on repair work, Saturday half-holiday during 6 months.<sup>7</sup> Broken time, 75 cents an hour; on November 15, 1917, rate was increased to \$1.<sup>8</sup> On November 15, 1917, rate was increased to \$33.<sup>9</sup> On November 15, 1917, rate was increased to \$42.<sup>10</sup> On November 15, 1917, hours were reduced to 44 a week.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sun- days and Hol- idays	Mon- day to Fri- day	Sat- ursday		
<b>Hoisting and Portable Engineers — Con.</b>									
<b>Springfield:</b>									
Hoisting and portable engi- neers, . . . . .	1\$0.75	—	2 \$27.50	2 T.	2 T.	8	4	44	12
Hoisting and portable engi- neers, three shifts, . . .	—	—	3 35.00	2 T.	2 T.	8	8	56	—
Operating and firing (not hoisting), . . . . .	—	—	21.00	2 T.	2 T.	8	4	44	12
Steam shovel engineers, . .	—	—	40.00	2 T.	2 T.	8	8	48	—
<b>Worcester:</b>									
Hoisting and portable engi- neers, . . . . .	1.75	—	2 27.50	2 T.	2 T.	8	4	44	12
Hoisting and portable engi- neers, three shifts, . . .	—	—	3 35.00	2 T.	2 T.	8	8	56	—
Steam shovel engineers, . .	—	—	40.00	2 T.	2 T.	8	8	48	—
<b>Insulators and Asbestos Workers.</b>									
<b>Boston:</b>									
Asbestos workers, . . . . .	.53	\$4.24	23.32	2 T.	2 T.	8	4	44	12
Improvers, first year, . . .	.25	2.00	11.00	2 T.	2 T.	8	4	44	12
Improvers, second year, . .	.31¼	2.50	13.75	2 T.	2 T.	8	4	44	12
Improvers, third year, . . .	.40	3.20	17.60	2 T.	2 T.	8	4	44	12
Improvers, fourth year, . .	.43¾	3.50	19.25	2 T.	2 T.	8	4	44	12
<b>Iron Workers, Bridge and Structural.</b>									
<b>Boston:</b>									
Apprentices, . . . . .	.42	3.36	18.48	2 T.	2 T.	8	4	44	12
Helpers, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Housesmiths and structural iron workers, . . . . .	.68¾	5.50	30.25	2 T.	2 T.	8	4	44	12
<b>Worcester:</b>									
Apprentices, . . . . .	.42	—	—	2 T.	2 T.	8	4	44	12
Helpers, . . . . .	.50	—	—	2 T.	2 T.	8	4	44	12
Housesmiths and bridge- men, . . . . .	.68¾	—	—	2 T.	2 T.	8	4	44	12
<b>Lathers, Wood, Wire, and Metal.</b>									
<b>Boston:</b>									
Lathers, . . . . .	.72½	5.80	29.00	2 T.	2 T.	8	4	40	4
Apprentices, first year, . .	.18¾	1.50	7.50	2 T.	2 T.	8	4	40	4
Apprentices, second year, .	.31¼	2.50	12.50	2 T.	2 T.	8	4	40	4
Apprentices, third year, . .	.43¾	3.50	17.50	2 T.	2 T.	8	4	40	4
Brockton, . . . . .	.65	5.20	—	2 T.	2 T.	8	4	44	12
Fall River, . . . . .	.45	—	—	Reg.	Reg.	8	4	44	12
Fall River (foremen), . . .	.50	—	—	Reg.	Reg.	8	4	44	12
Holyoke, . . . . .	.56½	4.50	24.75	2 T.	2 T.	8	4	44	12
Lawrence, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Lowell, . . . . .	.60	4.80	28.80	2 T.	2 T.	8	8	48	3
Lynn, . . . . .	—	5.00	—	1½ T.	1½ T.	8	4	40	4
Lynn (foremen), . . . . .	—	5.20	—	1½ T.	1½ T.	8	4	40	4
Northampton, . . . . .	.50	—	—	1½ T.	2 T.	8	4	44	12
Quincy, . . . . .	.72½	5.80	31.90	2 T.	2 T.	8	4	44	12
Salem, <sup>6</sup> . . . . .	—	5.50	—	—	—	8	4	44	12
Salem (foremen), <sup>6</sup> . . . . .	—	5.75	—	—	—	8	4	44	12

<sup>1</sup> Broken time, 75 cents an hour; on November 15, 1917, rate was increased to \$1.<sup>2</sup> On November 15, 1917, rate was increased to \$33.<sup>3</sup> On November 15, 1917, rate was increased to \$42.<sup>4</sup> Work 5 days a week; no work on Saturday.<sup>5</sup> Time and one-half, except on Saturday afternoon when double time is paid.<sup>6</sup> Same rates and hours apply in Beverly, Danvers, Essex, Gloucester, Hamilton, Ipswich, Manchester, Marblehead, Peabody, Rockport, Topsfield, and Wenham.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Lathers, Wood, Wire, and Metal — Con.</b>									
Springfield (metal and wire),	\$0.62½	\$5.00	\$27.50	2 T.	2 T.	8	4	44	12
Springfield (wood),	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Waltham (metal and wire),	.65	5.20	26.00	—	—	8	1—	40	1—
Worcester,	.62½	5.00	27.50	2 T.	2 T.	8	4	44	12
<b>Painters, Decorators, and Paperhangers.</b>									
<i>Decorators.</i>									
Beverly,	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Boston,	—	5.40	—	2 T.	2 T.	8	1—	40	1—
Boston (Hyde Park),	.47¾	—	21.00	2 T.	2 T.	8	4	44	12
Clinton,	2.41	—	—	1½ T.	2 T.	8	4	44	12
Concord,	.45½	3.64	20.00	1½ T.	2 T.	8	4	44	12
Easton,	.41	3.28	18.04	2 T.	2 T.	8	4	44	12
Fall River,	.50	4.00	22.00	3—	2 T.	8	4	44	12
Framingham,	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Gardner,	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12
Gloucester,	.50	4.00	22.00	4—	2 T.	8	4	44	12
Great Barrington,	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Greenfield,	—	4.00	—	1½ T.	1½ T.	8	8	48	—
Hingham,	.60	—	—	1½ T.	2 T.	8	4	44	12
Holyoke,	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Lenox,	.50	—	—	1½ T.	2 T.	8	4	44	12
Marlborough,	.45½	—	—	4—	2 T.	8	4	44	12
Medford,	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Milford,	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12
New Bedford,	.45½	3.64	20.02	6—	7—	8	4	44	12
Newton,	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
North Adams,	—	3.50	—	1½ T.	2 T.	8	8	48	—
Pittsfield,	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12
Rockland, <sup>3</sup>	—	3.25	—	9—	7—	8	4	44	12
Taunton,	.45	3.60	19.80	2 T.	2 T.	8	4	44	12
Westborough,	.43¾	3.50	21.00	1½ T.	7—	8	8	48	—
Williamstown,	.45	—	—	1½ T.	2 T.	8	4	44	12
Worcester,	.50	4.00	22.00	10—	2 T.	8	4	44	12
<i>Grainers.</i>									
Athol,	.45	3.60	21.60	1½ T.	2 T.	8	8	48	—
Boston,	—	5.40	—	2 T.	2 T.	8	1—	40	1—
Brockton,	.80	6.40	32.00	6—	7—	8	1—	40	1—
Clinton,	2.41	—	—	1½ T.	2 T.	8	4	44	12
Concord,	.45½	3.64	20.00	1½ T.	2 T.	8	4	44	12
Easton,	.41	3.28	18.04	2 T.	2 T.	8	4	44	12
Fall River,	.50	4.00	22.00	3—	2 T.	8	4	44	12
Gloucester,	.50	4.00	22.00	4—	2 T.	8	4	44	12
Great Barrington,	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Greenfield,	—	4.00	—	1½ T.	1½ T.	8	8	48	—
Holyoke,	.50	4.00	22.00	2 T.	2 T.	8	4	44	12

<sup>1</sup> Work 5 days a week; no work on Saturday.<sup>2</sup> On September 1, 1917, rate was increased to 45½ cents.<sup>3</sup> Before 10 P.M., time and one-half; after 10 P.M., double time.<sup>4</sup> Before midnight, time and one-half; after midnight, double time.<sup>5</sup> Prevailing rate; no agreement establishing a minimum.<sup>6</sup> No work on Saturday between noon and 5 P.M.; other overtime, double time.<sup>7</sup> No work on Labor Day; on other holidays and Sundays, double time.<sup>8</sup> Agreement provides that members employed by Master Painters in Abington shall receive \$2.75 a day and in Whitman \$3.50 a day.<sup>9</sup> No work on Saturday afternoon; other overtime, time and one-half.<sup>10</sup> Before 9 P.M., time and one-half; after 9 P.M., double time.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Work- ing Days	Sundays and Holi- days	Mon- day to Fri- day	Sat- urday			
<b>Painters, Decorators, and Paperhangers — Con.</b>										
<i>Grainers — Con.</i>										
Lenox, . . . . .	\$0.50	—	—	1½ T.	2 T.	8	4	44	12	
Medford, . . . . .	.55	\$4.40	\$24.20	2 T.	2 T.	8	4	44	12	
Milford, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12	
New Bedford, . . . . .	.45½	3.64	20.02	1 —	2 —	8	4	44	12	
Newburyport, . . . . .	.41	3.28	18.04	2 T.	2 T.	8	4	44	12	
Newton, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
North Adams, . . . . .	—	3.50	—	1½ T.	2 T.	8	8	48	—	
Norwood, . . . . .	.45½	—	20.00	2 T.	2 T.	8	4	44	12	
Pittsfield, . . . . .	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12	
Rockland, <sup>3</sup> . . . . .	—	3.25	—	4 —	2 —	8	4	44	12	
Taunton, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12	
Westborough, . . . . .	.43¾	3.50	21.00	1½ T.	2 —	8	8	48	—	
Westfield, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Williamstown, . . . . .	.45	—	—	1½ T.	2 T.	8	4	44	12	
<i>Hardwood Finishers.</i>										
Boston, . . . . .	.40	—	—	2 T.	2 T.	8½	4½	48	12	
<i>Painters.</i>										
Amherst, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12	
Athol, . . . . .	.34¾	2.75	16.50	1½ T.	2 T.	8	8	48	—	
Beverly, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12	
Boston, . . . . .	.62½	5.00	—	2 T.	2 T.	8	6 —	40	5 —	
Boston (foremen), . . . . .	—	5.40	—	2 T.	2 T.	8	5 —	40	5 —	
<i>Boston (glaziers):</i>										
Apprentices, . . . . .	—	—	9.00	1½ T.	2 T.	8	4	44	12	
Bedders and tinnerns, . . . . .	.35½	2.84	15.62	1½ T.	2 T.	8	4	44	12	
Platenen and runners, . . . . .	.45½	3.64	20.02	1½ T.	2 T.	8	4	44	12	
Boston (Hyde Park), . . . . .	.47¾	—	21.00	2 T.	2 T.	8	4	44	12	
Boston (Hyde Park, glaziers), . . . . .	.47¾	—	21.00	2 T.	2 T.	8	4	44	12	
Brockton, . . . . .	.57½	4.60	23.00	1 —	2 —	8	5 —	40	5 —	
Brookline, . . . . .	.62½	5.00	25.00	2 T.	2 T.	8	5 —	40	5 —	
Chelsea, . . . . .	.62½	5.00	25.00	2 T.	2 T.	8	5 —	40	5 —	
Chicopee, . . . . .	.50	4.00	22.00	6 —	2 T.	8	4	44	12	
Clinton, . . . . .	.741	—	—	1½ T.	2 T.	8	4	44	12	
Concord, . . . . .	.45½	3.64	20.00	1½ T.	2 T.	8	4	44	12	
Easton, . . . . .	.41	3.28	18.04	2 T.	2 T.	8	4	44	12	
Fall River, . . . . .	.41	3.28	18.04	8 —	2 T.	8	4	44	12	
Fitchburg, . . . . .	.41	—	—	1½ T.	2 T.	8	4	44	12	
Framingham, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Gardner, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12	
Gloucester, . . . . .	.50	4.00	22.00	6 —	2 T.	8	4	44	12	
Great Barrington, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Greenfield, . . . . .	.43¾	3.50	21.00	1½ T.	1½ T.	8	8	48	—	
Haverhill, . . . . .	.45	3.60	19.80	1½ T.	2 T.	8	4	44	12	
Hingham, . . . . .	.45½	—	—	1½ T.	2 T.	8	4	44	12	
Holyoke, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Lawrence, . . . . .	.50	—	22.00	1½ T.	2 T.	8	4	44	12	
Lenox, . . . . .	.50	—	—	1½ T.	2 T.	8	4	44	12	
Lowell, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12	
Lynn, . . . . .	.55	4.40	22.00	2 T.	2 T.	8	5 —	40	5 —	

<sup>1</sup> No work on Saturday between noon and 5 P.M.; other overtime, double time.

<sup>2</sup> No work on Labor Day; on other holidays and Sundays, double time.

<sup>3</sup> Agreement provides that members employed by Master Painters in Abington shall receive \$2.75 a day and in Whitman \$3.50 a day.

<sup>4</sup> No work on Saturday afternoon; other overtime, time and one-half.

<sup>5</sup> Work 5 days a week; no work on Saturday.

<sup>6</sup> Before midnight, time and one-half; after midnight, double time.

<sup>7</sup> On September 1, 1917, rate was increased to 45½ cents.

<sup>8</sup> Before 10 P.M., time and one-half; after 10 P.M., double time.



TABLE 1. BUILDING TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
Painters, Decorators, and Paperhangers — Con.									
Painters — Con.									
Malden, . . . . .	\$0.45½	\$3.64	\$20.02	—	—	8	4	44	12
Manchester, . . . . .	.50	4.00	22.00	—	—	8	4	44	12
Marblehead, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Marlborough, . . . . .	.45½	—	—	1—	2 T.	8	4	44	12
Medford, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Milford, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12
Natick, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
New Bedford, . . . . .	.45½	3.64	20.02	2—	3—	8	4	44	12
Newburyport, . . . . .	39¼	3.14	17.27	2 T.	2 T.	8	4	44	12
Newton, . . . . .	.41	3.28	18.04	2 T.	2 T.	8	4	44	12
North Adams, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Northampton, . . . . .	.50	4.00	22.00	1½ T.	2—	8	4	44	12
Norwood, . . . . .	.45½	—	20.00	2 T.	2 T.	8	4	44	12
Palmer, . . . . .	.45	3.60	19.80	1—	2 T.	8	4	44	12
Pittsfield, . . . . .	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12
Quincy, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Rockland, <sup>5</sup> . . . . .	—	3.25	—	6—	3—	8	4	44	12
Salem, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Somerville, . . . . .	.50	—	—	2 T.	2 T.	8	4	44	12
Springfield, . . . . .	.50	—	—	1—	2 T.	8	4	44	12
Taunton, . . . . .	.41	3.28	18.04	2 T.	2 T.	8	4	44	12
Waltham, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Westborough, . . . . .	.43¾	3.50	21.00	1½ T.	3—	8	8	48	—
Westfield, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Williamstown, . . . . .	.45	—	—	1½ T.	2 T.	8	4	44	12
Winchester, . . . . .	.50	—	—	7—	2 T.	8	4	44	12
Winthrop, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Worcester, . . . . .	.50	4.00	22.00	8—	2 T.	8	4	44	12
Paperhangers. <sup>9</sup>									
Amherst, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12
Beverly, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Boston, . . . . .	.70	—	—	2 T.	2 T.	8	10—	40	10—
Brockton, . . . . .	.64	5.12	25.60	2—	3—	8	10—	40	10—
Chelsea, . . . . .	.75	6.00	30.00	2 T.	2 T.	8	10—	40	10—
Chicopee, . . . . .	.50	4.00	22.00	1—	2 T.	8	4	44	12
Clinton, . . . . .	11 .41	—	—	1½ T.	2 T.	8	4	44	12
Concord, . . . . .	.45½	3.64	20.00	1½ T.	2 T.	8	4	44	12
Easton, . . . . .	.41	3.28	18.04	2 T.	2 T.	8	4	44	12
Fall River, . . . . .	.41	3.28	18.04	12—	2 T.	8	4	44	12
Gardner, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12
Gloucester, . . . . .	.50	4.00	22.00	1—	2 T.	8	4	44	12
Great Barrington, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Greenfield, . . . . .	.43¾	3.50	21.00	1½ T.	1½ T.	8	8	48	—
Haverhill, . . . . .	.45	3.60	19.80	1½ T.	2 T.	8	4	44	12
Hingham, . . . . .	.70	—	—	1½ T.	2 T.	8	4	44	12
Holyoke, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12

<sup>1</sup> Before midnight, time and one-half; after midnight, double time.

<sup>2</sup> No work on Saturday between noon and 5 P.M.; other overtime, double time.

<sup>3</sup> No work on Labor Day; on other holidays and Sundays, double time.

<sup>4</sup> On Sundays, double time; on holidays, time and one-half.

<sup>5</sup> Agreement provides that members employed by Master Painters in Abington shall receive \$2.75 a day and in Whitman \$3.50 a day.

<sup>6</sup> No work on Saturday afternoon; other overtime, time and one-half.

<sup>7</sup> Time and one-half except on Saturday afternoon when double time is paid.

<sup>8</sup> Before 9 P.M., time and one-half; after 9 P.M., double time.

<sup>9</sup> Rates do not include piece work; minimum rates when working by the hour only are shown.

<sup>10</sup> Work 5 days a week; no work on Saturday.

<sup>11</sup> On September 1, 1917, rate was increased to 45½ cents.

<sup>12</sup> Before 10 P.M., time and one-half; after 10 P.M., double time.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Painters, Decorators, and Paperhangers — Con.</b>									
<i>Paperhangers — Con.</i>									
Lawrence, . . . . .	\$0.52 <sup>3</sup> / <sub>41</sub>	—	\$23.00	1½ T.	2 T.	8	4	44	12
Lenox, . . . . .	.50	—	—	1½ T.	2 T.	8	4	44	12
Lowell, . . . . .	—	—	19.50	1½ T.	2 T.	8	4	44	12
Malden, . . . . .	.45½	\$3.64	20.02	—	—	8	4	44	12
Marblehead, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Milford, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12
Natick, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
New Bedford, . . . . .	.45½	3.64	20.02	1—	2—	8	4	44	12
Newburyport, . . . . .	.41	3.28	18.04	2 T.	2 T.	8	4	44	12
Newton, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
North Adams, . . . . .	—	3.50	—	1½ T.	2 T.	8	8	48	—
Northampton, . . . . .	.53	4.25	—	1½ T.	3—	8	4	44	12
Norwood, . . . . .	.45½	—	20.00	2 T.	2 T.	8	4	44	12
Palmer, . . . . .	.45	3.60	19.80	4—	2 T.	8	4	44	12
Pittsfield, . . . . .	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12
Rockland, <sup>6</sup> . . . . .	—	3.25	—	6—	2—	8	4	44	12
Springfield, . . . . .	.50	—	—	4—	2 T.	8	4	44	12
Taunton, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12
Westborough, . . . . .	.43¾	3.50	21.00	1½ T.	2—	8	8	48	—
Westfield, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Williamstown, . . . . .	.45	—	—	1½ T.	2 T.	8	4	44	12
<i>Sign Writers.</i>									
Boston:									
Advertising work, . . . . .	.68¾	5.50	—	2 T.	2 T.	8	7—	40	7—
Commercial work, . . . . .	.62½	5.00	—	2 T.	2 T.	8	7—	40	7—
Helpers, . . . . .	.41¾	3.30	—	2 T.	2 T.	8	7—	40	7—
Chelsea, . . . . .	.75	6.00	30.00	2 T.	2 T.	8	7—	40	7—
Holyoke, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Worcester, . . . . .	.50	4.00	22.00	8—	2 T.	8	4	44	12
<b>Plumbers and Pipe Fitters.</b>									
<i>Gas Fitters.</i>									
Boston, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Brockton, . . . . .	.56¼	—	—	2 T.	2 T.	8	4	44	12
Gloucester, . . . . .	.60	—	—	2 T.	2 T.	8	4	44	12
Lynn, . . . . .	.68¾	5.50	30.25	2 T.	2 T.	8	4	44	12
Milford, . . . . .	.47¾	3.82	21.00	9—	2 T.	8	4	44	12
North Adams, . . . . .	—	3.50	—	1½ T.	1½ T.	8	8	48	—
Northampton, <sup>10</sup> . . . . .	.50	—	22.00	11—	12—	8	4	44	12
Norwood, . . . . .	.55	—	—	1½ T.	2 T.	8	4	44	12
Pittsfield, . . . . .	.48	3.84	21.00	1½ T.	2 T.	8	4	44	12
Quincy, . . . . .	—	5.20	—	2 T.	2 T.	8	4	44	12
Westfield, . . . . .	.52½	4.20	—	13—	2 T.	8	4	44	12
Worcester, . . . . .	.54½	4.36	24.00	2 T.	2 T.	8	4	44	12

1 No work on Saturday between noon and 5 P.M.; other overtime, double time.

2 No work on Labor Day; on other holidays and Sundays, double time.

3 On Sundays, double time; on holidays, time and one-half.

4 Before midnight, time and one-half; after midnight, double time.

5 Agreement provides that members employed by Master Painters in Abington shall receive \$2.75 a day and in Whitman \$3.50 a day.

6 No work on Saturday afternoon; other overtime, time and one-half.

7 Work 5 days a week; no work on Saturday.

8 Before 9 P.M., time and one-half; after 9 P.M., double time.

9 Before midnight, time and one-half; after midnight and on Saturday afternoon, double time.

10 Same rates apply in Amherst and Easthampton.

11 When working in shops between 7 A.M. and 8 A.M., and 5 P.M. and 6 P.M., regular rate; time and one-half for other overtime.

12 Time and one-half on holidays; double time on Sundays.

13 Between 6 P.M. and midnight, time and one-half; after midnight and on Saturday afternoon, double time.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
Plumbers and Pipe Fitters — Con.									
Plumbers.									
Attleboro, . . . . .	—	<sup>1</sup> \$4.00	—	2 T.	2 T.	8	8	48	—
Boston, . . . . .	\$0.68 <sup>3</sup> / <sub>4</sub>	5.50	\$30.25	2 —	2 T.	8	4	44	12
Brockton, . . . . .	.65	5.20	28.60	2 —	2 T.	8	4	44	12
Fall River, . . . . .	.56 <sup>1</sup> / <sub>4</sub>	4.50	—	2 T.	2 T.	8	4	44	12
Fitchburg, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Gardner, . . . . .	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12
Gloucester, . . . . .	.60	—	—	2 T.	2 T.	8	4	44	12
Great Barrington, . . . . .	—	3.50	—	1½ T.	2 T.	8	4	44	12
Greenfield, . . . . .	—	—	22.75	1½ T.	2 T.	8	8	48	—
Haverhill, . . . . .	.52½	4.20	23.10	3 —	2 T.	8	4	44	12
Holyoke, . . . . .	.55	4.40	—	2 T.	2 T.	8	4	44	12
Lawrence, . . . . .	—	4.80	26.40	2 T.	2 T.	8	4	44	12
Lenox, . . . . .	—	3.50	—	1½ T.	2 T.	8	4	44	12
Lowell, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Lynn, . . . . .	—	5.50	30.25	2 T.	2 T.	8	4	44	12
Malden, <sup>4</sup> . . . . .	.59 <sup>3</sup> / <sub>8</sub>	4.75	—	2 T.	2 T.	8	4	44	12
Marlborough, . . . . .	—	4.40	—	2 T.	2 T.	8	4	44	12
Milford, . . . . .	.47¾	3.82	21.00	6 —	2 T.	8	4	44	12
Natick, . . . . .	.60	4.80	26.40	7 —	2 T.	8	4	44	12
New Bedford, . . . . .	.55	—	—	7 —	2 T.	8	4	44	12
Newton, . . . . .	—	5.25	—	2 T.	2 T.	8	4	44	12
North Adams, . . . . .	—	3.50	—	2 T.	2 T.	8	8	48	—
Northampton, <sup>5</sup> . . . . .	.50	—	22.00	9 —	10 —	8	4	44	12
Norwood, . . . . .	.55	—	—	1½ T.	2 T.	8	4	44	12
Pittsfield, . . . . .	.48	3.84	21.00	1½ T.	2 T.	8	4	44	12
Quincy, . . . . .	—	5.20	—	2 T.	2 T.	8	4	44	12
Salem, . . . . .	.65	—	—	1½ T.	2 T.	8	4	44	12
Southbridge, . . . . .	.50	—	—	2 T.	2 T.	8	4	44	12
Springfield, . . . . .	.61 <sup>4</sup> / <sub>11</sub>	—	27.00	2 T.	2 T.	8	4	44	12
Taunton, . . . . .	—	3.28	—	2 T.	2 T.	8	4	44	12
Wakefield, . . . . .	.57½	4.60	25.30	2 T.	2 T.	8	4	44	12
Waltham, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Westfield, . . . . .	.52½	4.20	—	11 —	2 T.	8	4	44	12
Woburn, <sup>12</sup> . . . . .	.56¼	—	—	3 —	2 T.	8	4	44	12
Worcester, . . . . .	—	4.80	—	2 T.	2 T.	8	4	44	12
Plumbers' Apprentices.									
Brookton:									
First year, . . . . .	—	—	<sup>13</sup> 6.00	2 —	2 T.	8	4	44	12
Second year, . . . . .	—	—	<sup>13</sup> 7.50	2 —	2 T.	8	4	44	12
Third year, . . . . .	—	—	<sup>14</sup> 9.00— 12.00	2 —	2 T.	8	4	44	12
Lawrence, . . . . .	—	1.50	8.25	2 T.	2 T.	8	4	44	12

<sup>1</sup> On September 15, 1917, rate was increased 50 cents a day.

<sup>2</sup> Double time, except on Saturday afternoon, when regular rate is paid for emergency work.

<sup>3</sup> Time and one-half for first hour and a half; double time thereafter.

<sup>4</sup> Same rates apply in Everett and Medford.

<sup>5</sup> Before midnight, time and one-half; after midnight and on Saturday afternoon, double time.

<sup>6</sup> Double time, except where one-half hour will complete work which has already taken at least two hours.

<sup>7</sup> Before 9 P.M., time and one-half; after 9 P.M., double time; on Saturday afternoon, regular rate for emergency work.

<sup>8</sup> Same rates apply in Amherst and Easthampton.

<sup>9</sup> When working in shops between 7 A.M. and 8 A.M., and 5 P.M. and 6 P.M., regular rate; time and one-half for other overtime.

<sup>10</sup> Time and one-half on holidays; double time on Sundays.

<sup>11</sup> Between 6 P.M. and midnight, time and one-half; after midnight and on Saturday afternoon, double time.

<sup>12</sup> Same rates apply in Stoneham and Winchester.

<sup>13</sup> Prevailing rate; no agreement establishing a minimum.

<sup>14</sup> Prevailing range of rates paid according to ability; no agreement establishing a minimum.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Plumbers and Pipe Fitters</b>									
— Con.									
<i>Plumbers, Junior.</i>									
Attleboro, . . . . .	—	<sup>1</sup> \$2.00	—	2 T.	2 T.	8	8	48	—
Boston (sixth year), . . . . .	—	4.50	—	2	2 T.	8	4	44	12
Brockton, . . . . .	\$).58 <sup>3</sup> / <sub>4</sub>	4.70	\$25.85	2 T.	2 T.	8	4	44	12
Greenfield, . . . . .	—	—	18.00	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	8	48	—
Holyoke, . . . . .	.37 <sup>1</sup> / <sub>2</sub>	3.00	—	2 T.	2 T.	8	4	44	12
Lawrence, . . . . .	—	3.82	21.00	2 T.	2 T.	8	4	44	12
Lowell, . . . . .	—	3.00	—	2 T.	2 T.	8	4	44	12
Lynn, . . . . .	—	4.50	24.75	2 T.	2 T.	8	4	44	12
Newton (first year), . . . . .	—	3.45	—	2 T.	2 T.	8	4	44	12
Newton (second year), . . . . .	—	4.45	—	2 T.	2 T.	8	4	44	12
Northampton (fifth year), <sup>7</sup> . . . . .	.38 <sup>7</sup> / <sub>11</sub>	—	17.00	4	5	8	4	44	12
Northampton (sixth year), <sup>3</sup> . . . . .	.43 <sup>2</sup> / <sub>11</sub>	—	19.00	4	5	8	4	44	12
Wakefield, . . . . .	.51 <sup>1</sup> / <sub>4</sub>	4.10	22.55	2 T.	2 T.	8	4	44	12
Waltham (second year), . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
<i>Sprinkler Fitters.</i>									
Boston, . . . . .	.62 <sup>1</sup> / <sub>2</sub>	5.00	27.50	2 T.	2 T.	8	4	44	12
Brockton, . . . . .	.56 <sup>1</sup> / <sub>4</sub>	—	—	2 T.	2 T.	8	4	44	12
Brockton (helpers), . . . . .	.31 <sup>1</sup> / <sub>4</sub>	—	—	2 T.	2 T.	8	4	44	12
<i>Steam Fitters.</i>									
Attleboro, . . . . .	—	<sup>1</sup> 4.00	—	2 T.	2 T.	8	8	48	—
Boston, . . . . .	6.62 <sup>1</sup> / <sub>2</sub>	5.00	27.50	2 T.	2 T.	8	4	44	12
Brockton, . . . . .	.56 <sup>3</sup> / <sub>4</sub>	—	—	2 T.	2 T.	8	4	44	12
Fall River, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Fitchburg, . . . . .	.43 <sup>3</sup> / <sub>4</sub>	3.50	19.25	2 T.	2 T.	8	4	44	12
Gloucester, . . . . .	.60	—	—	2 T.	2 T.	8	4	44	12
Great Barrington, . . . . .	—	3.50	—	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12
Greenfield, . . . . .	—	—	22.75	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	8	48	—
Haverhill, . . . . .	.52 <sup>1</sup> / <sub>2</sub>	4.20	23.10	7	2 T.	8	4	44	12
Haverhill (apprentices):									
First year . . . . .	.22 <sup>8</sup> / <sub>11</sub>	—	10.00	7	2 T.	8	4	44	12
Second and third years, . . . . .	.27 <sup>3</sup> / <sub>11</sub>	2.18 <sup>7</sup> / <sub>11</sub>	12.00	7	2 T.	8	4	44	12
Holyoke, . . . . .	.54 <sup>1</sup> / <sub>2</sub>	4.36	24.00	2	2 T.	8	4	44	12
Lawrence, . . . . .	—	4.80	26.40	2 T.	2 T.	8	4	44	12
Lenox, . . . . .	—	3.50	—	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12
Lowell, . . . . .	.55	4.40	—	8	2 T.	8	4	44	12
Lynn, . . . . .	.68 <sup>3</sup> / <sub>4</sub>	5.50	30.25	2 T.	2 T.	8	4	44	12
Malden, <sup>9</sup> . . . . .	.59 <sup>3</sup> / <sub>8</sub>	4.75	—	2 T.	2 T.	8	4	44	12
Marlborough, . . . . .	—	4.40	—	2 T.	2 T.	8	4	44	12
Milford, . . . . .	.47 <sup>3</sup> / <sub>4</sub>	3.82	21.00	10	2 T.	8	4	44	12
Natick, . . . . .	.60	4.80	26.40	11	2 T.	8	4	44	12
New Bedford, . . . . .	<sup>12</sup> .50	4.00	22.00	2 T.	2 T.	8	4	44	12
North Adams, . . . . .	—	3.50	—	2 T.	2 T.	8	8	48	—
Northampton, <sup>3</sup> . . . . .	.50	—	22.00	4	5	8	4	44	12
Norwood, . . . . .	.55	—	—	1 <sup>1</sup> / <sub>2</sub> T.	2 T.	8	4	44	12

<sup>1</sup> On September 15, 1917, rate was increased 50 cents a day.<sup>2</sup> Double time, except on Saturday afternoon, when regular rate is paid for emergency work.<sup>3</sup> Same rates apply in Amherst and Easthampton.<sup>4</sup> When working in shops between 7 A.M. and 8 A.M., and 5 P.M. and 6 P.M., regular rate; time and one-half for other overtime.<sup>6</sup> Time and one-half on holidays; double time on Sundays.<sup>6</sup> On September 1, 1917, rate was increased to 68<sup>3</sup>/<sub>4</sub> cents.<sup>7</sup> Time and one-half for first hour and a half; then double time.<sup>8</sup> Before 6 P.M., regular rate; after 6 P.M., double time.<sup>9</sup> Same rates apply in Everett and Medford.<sup>10</sup> Before midnight, time and one-half; after midnight and on Saturday afternoon, double time.<sup>11</sup> Double time, except where one-half hour will complete work which has already taken at least two hours.<sup>12</sup> On November 1, 1917, rate was increased to 68<sup>3</sup>/<sub>4</sub> cents an hour.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work-ing Days	Sun-days and Holi-days	Mon-day to Fri-day	Sat-urday		
<b>Plumbers and Pipe Fitters</b>									
— Con.									
<i>Steam Fitters — Con.</i>									
Pittsfield, . . . . .	\$0.48	\$3.84	\$21.00	1½ T.	2 T.	8	4	44	12
Quincy, . . . . .	—	5.20	—	2 T.	2 T.	8	4	44	12
Salem, . . . . .	.65	—	—	1½ T.	2 T.	8	4	44	12
Southbridge, . . . . .	.50	—	—	2 T.	2 T.	8	4	44	12
Springfield, . . . . .	—	—	25.00	2 T.	2 T.	8	4	44	12
Taunton, . . . . .	—	3.28	—	2 T.	2 T.	8	4	44	12
Wakefield, . . . . .	.57½	4.60	25.30	2 T.	2 T.	8	4	44	12
Waltham, . . . . .	—	4.80	26.40	2 T.	2 T.	8	4	44	12
Westfield, . . . . .	.52½	4.20	—	1 —	2 T.	8	4	44	12
Woburn, <sup>2</sup> . . . . .	.56½	—	—	3 —	2 T.	8	4	44	12
Worcester, . . . . .	.54½	4.36	24.00	2 T.	2 T.	8	4	44	12
<i>Steam Fitters' Helpers.</i>									
Attleboro, . . . . .	—	4 2.00	—	2 T.	2 T.	8	8	48	—
Boston, . . . . .	—	5 2.75	15.13	2 T.	2 T.	8	4	44	12
Brockton, . . . . .	.31¼	—	—	2 T.	2 T.	8	4	44	12
Fall River (first year), . . . . .	.25	2.00	11.00	2 T.	2 T.	8	4	44	12
Fall River (second year), . . . . .	.28½	2.25	12.37	2 T.	2 T.	8	4	44	12
Greenfield, . . . . .	—	—	18.00	1½ T.	2 T.	8	8	48	—
Holyoke, . . . . .	.29½	2.36	13.00	6 —	2 T.	8	4	44	12
Lawrence, . . . . .	—	—	12.00— 14.00	2 T.	2 T.	8	4	44	12
Lynn, . . . . .	.31¼	2.50	13.75	2 T.	2 T.	8	4	44	12
Malden, <sup>7</sup> . . . . .	.25	2.00	—	2 T.	2 T.	8	4	44	12
New Bedford:									
First six months, . . . . .	—	8 2.25	—	2 T.	2 T.	8	4	44	12
Second six months, . . . . .	—	8 2.50	—	2 T.	2 T.	8	4	44	12
Second year, . . . . .	—	8 2.75	—	2 T.	2 T.	8	4	44	12
Salem (first two years), . . . . .	—	2.00	—	1½ T.	2 T.	8	4	44	12
Salem (after two years), . . . . .	—	3.00	—	1½ T.	2 T.	8	4	44	12
Springfield:									
First year, . . . . .	—	—	11.00	2 T.	2 T.	8	4	44	12
Second year, . . . . .	—	—	12.00	2 T.	2 T.	8	4	44	12
Third year, . . . . .	—	—	13.00	2 T.	2 T.	8	4	44	12
Fourth year, . . . . .	—	—	14.00	2 T.	2 T.	8	4	44	12
Taunton, . . . . .	—	1.75	—	2 T.	2 T.	8	4	44	12
Wakefield, . . . . .	.31¼	2.50	13.75	2 T.	2 T.	8	4	44	12
Westfield, . . . . .	—	2.00	—	1 —	2 T.	8	4	44	12
Worcester, . . . . .	.33	2.64	14.50	2 T.	2 T.	8	4	44	12
<i>Steam Fitters, Junior.</i>									
Lawrence, . . . . .	—	3.82	21.00	2 T.	2 T.	8	4	44	12
<b>Roofers.</b>									
Boston:									
Foremen, . . . . .	—	4.80	—	2 T.	2 T.	8	4	44	12
Journeymen, <sup>9</sup> . . . . .	—	4.00	—	10 —	2 T.	8	4	44	12
Junior roofers, . . . . .	—	3.50	—	2 T.	2 T.	8	4	44	12

<sup>1</sup> Between 6 P.M. and midnight, time and one-half; after midnight and on Saturday afternoon, double time.

<sup>2</sup> Same rates apply in Stoneham and Winchester.

<sup>3</sup> Time and one-half for first hour and a half; then double time.

<sup>4</sup> On September 15, 1917, rate was increased 50 cents a day.

<sup>5</sup> On September 1, 1917, rate was increased to \$3.40.

<sup>6</sup> Double time, except on Saturday afternoon, when regular rate is paid for emergency work.

<sup>7</sup> Same rates apply in Everett and Medford.

<sup>8</sup> On November 1, 1917, rate for helpers during first year was increased to \$2.50 and during second year to \$3 a day.

<sup>9</sup> Includes kettle tenders, men who lay paper, mop, ladle and gravel.

<sup>10</sup> Double time, except that kettle tenders are paid time and one-half before 8 A.M.

TABLE 1. BUILDING TRADES — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
Roofers — Con.									
Brockton, . . . . .	\$0.56 $\frac{1}{4}$	\$4.50	\$24.75	2 T.	2 T.	8	4	44	12
Lawrence, . . . . .	.52	4.16	22.88	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Lynn, . . . . .	.60	—	—	—	—	8	4	44	12
Marlborough, . . . . .	—	4.00	—	2 T.	2 T.	8	8	48	4
Springfield, . . . . .	.62 $\frac{1}{2}$	5.00	27.50	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Helpers.									
Boston:									
First six months, . . . . .	—	2.75	—	2 T.	2 T.	8	4	44	12
After six months, . . . . .	—	3.00	—	2 T.	2 T.	8	4	44	12
After nine months, . . . . .	—	3.25	—	2 T.	2 T.	8	4	44	12
Brockton, . . . . .	.37 $\frac{1}{2}$	3.00	16.50	2 T.	2 T.	8	4	44	12
Lawrence, . . . . .	.42	3.36	18.48	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Sheet Metal Workers.									
Boston, . . . . .	.60	—	—	2 T.	2 T.	8	4	44	12
Brockton, . . . . .	.57 $\frac{1}{2}$	—	—	2 T.	2 T.	8	4	44	12
Fall River, . . . . .	.43 $\frac{3}{4}$	3.50	19.25	2 T.	2 T.	8	4	44	12
Fitchburg, . . . . .	.50	4.00	24.00	1 $\frac{1}{2}$ T.	2 T.	8	8	48	4
Greenfield, . . . . .	—	—	22.75	1 $\frac{1}{2}$ T.	2 T.	8	8	48	—
Holyoke, . . . . .	.55	—	24.20	2 T.	2 T.	8	4	44	12
Lynn, . . . . .	1.62 $\frac{1}{2}$	5.00	27.50	2 —	2 T.	8	4	44	12
Malden, . . . . .	.56 $\frac{1}{4}$	4.50	—	3 —	2 T.	8	8	48	8
Marlborough, <sup>4</sup> . . . . .	.50	4.00	24.00	2 T.	2 T.	8	8	48	4
Natick, . . . . .	—	4.50	24.75	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
New Bedford, . . . . .	.50	—	—	5 —	2 T.	8	4	44	12
Northampton, <sup>6</sup> . . . . .	.50	—	22.00	7 —	8 —	8	4	44	12
Salem, . . . . .	.55	4.40	24.20	9 —	2 T.	8	4	44	12
Springfield, . . . . .	.54 $\frac{4}{11}$	4.36 $\frac{4}{11}$	24.00	2 T.	2 T.	8	4	44	12
Worcester, . . . . .	.50	—	22.00	10 —	2 T.	8	4	44	12
Tile Layers and Helpers.									
Boston:									
Improvers, first year, . . . . .	.56 $\frac{1}{4}$	4.50	22.50	2 T.	2 T.	8	11 —	40	11 —
Improvers, second year, . . . . .	.65 $\frac{3}{8}$	5.25	26.25	2 T.	2 T.	8	11 —	40	11 —
Tile layers and setters, . . . . .	—	6.00	30.00	2 T.	2 T.	8	11 —	40	11 —
Tile layers' helpers, . . . . .	.41 $\frac{1}{4}$	3.30	16.50	2 T.	2 T.	8	11 —	40	11 —
Tinsmiths.									
Fall River, . . . . .	.43 $\frac{3}{4}$	3.50	19.25	2 T.	2 T.	8	4	44	12
Wakefield, . . . . .	.57 $\frac{1}{2}$	4.60	25.30	2 T.	2 T.	8	4	44	12

<sup>1</sup> On September 1, 1917, rate was increased to 68 $\frac{3}{4}$  cents.

<sup>2</sup> Regular rate until 9 P.M. and double time after 9 P.M. for shop work from September 1 to December 1; time and one-half until 9 P.M. and double time after 9 P.M. for shop work from December 1 to September 1; also double time for Saturday afternoon during entire year.

<sup>3</sup> Before midnight, time and one-half; after midnight, double time.

<sup>4</sup> Includes furnace workers and roofers.

<sup>5</sup> Before 9 P.M. and on Saturday afternoon until 5 P.M., time and one-half; after these hours, double time.

<sup>6</sup> Same rates apply in Amherst and Easthampton.

<sup>7</sup> When working in shops between 7 A.M. and 8 A.M., and 5 P.M. and 6 P.M., regular rate; time and one-half for other overtime.

<sup>8</sup> Time and one-half on holidays; double time on Sundays.

<sup>9</sup> Time and one-half before 10 P.M.; double time thereafter.

<sup>10</sup> On contract work between 5 P.M. and 9 P.M., time and one-half; other overtime, double time. On day work, double time for all overtime, except on Saturday afternoon, when regular rate is paid.

<sup>11</sup> Work 5 days a week; no work on Saturday.

TABLE 2. DOMESTIC AND PERSONAL SERVICE.

OCCUPATIONS AND MUNICIPALITIES.	Weekly Rates of Wages <sup>1</sup>	NUMBER OF HOURS OF LABOR <sup>2</sup>							Hours Off on Half-holiday	Total Number of Hours Per Week	
		Mon-day	Tues-day	Wednes-day	Thurs-day	Fri-day	Satur-day	Half-holiday (day not stated)			
Barbers.											
Adams, . . . . .	\$12.00	5½	11	11	11	11	13½	—	5½	63	
Boston, . . . . .	<sup>3</sup> 16.00	10½	10½	10½	10½	10½	12½	4	6½	57½	
Brockton, . . . . .	<sup>1</sup> 15.00	4½	10½	10½	10½	10½	12½	—	6	59	
Chicopee, . . . . .	18.00	5	10	10	9	10	12	—	5	56	
Clinton, . . . . .	12.00	5½	11	11	11	11	14	—	5½	63½	
Fall River, . . . . .	<sup>1</sup> 13.00	10	10	10	10	10	13	4½	5½	57½	
Fitchburg, . . . . .	16.00	{ 5 10 }	11¼	11¼	{ 10 5 }	11¼	13¼	—	5	62	
Framingham, . . . . .	<sup>1</sup> 15.00	4½	10¾	10¾	10¾	10¾	12¾	—	6¼	60¼	
Gardner, . . . . .	13.00	6	11	11	11	11	14¼	—	5	64¼	
Gloucester, . . . . .	14.00	5	12	12	12	12	14	—	7	67	
Haverhill, . . . . .	<sup>1</sup> 13.00	5½	10¾	10¾	10¾	10¾	12½	—	5½	60¾	
Holyoke, . . . . .	13.00	9½	10¾	10¾	9½	10¾	12¾	5	4½	59½	
Lawrence, . . . . .	<sup>1</sup> 15.00	10½	10½	10½	5½	10½	13½	5½	5	<sup>4</sup> 56	
Leominster, . . . . .	14.00	4½	10¾	10¾	9½	10¾	12¾	—	6¼	59	
Lowell, . . . . .	<sup>5</sup> 13.00	5½	11	11	11	11	14	—	5½	63½	
Lynn, . . . . .	<sup>1</sup> 14.00	5½	9¾	9¾	9¾	9¾	13¼	—	4¾	57¾	
Milford, . . . . .	13.00	5	11½	11½	11½	11½	14	—	6½	<sup>6</sup> 65	
Natick, . . . . .	<sup>1</sup> 15.00	4½	10¾	10¾	10¾	10¾	12¾	—	6¼	60¼	
New Bedford, . . . . .	15.00	5½	10½	10½	10½	10½	13½	—	5	61	
Newburyport, . . . . .	<sup>7</sup> 14.00	5½	10½	10½	10	10½	12	—	5	59	
North Adams, . . . . .	16.00	9½	10½	10½	10½	9½	13	{ 4 5 }	5½	58	
Northampton, . . . . .	15.00	9	10¼	10¼	4	10¼	12¾	—	6¼	56½	
Pittsfield, . . . . .	<sup>1</sup> 16.00	4½	10½	10½	9½	10½	13½	—	5	59	
Quincy, . . . . .	<sup>1</sup> 15.00	4½	11½	11½	11½	11½	13½	—	7	64	
Rockland, . . . . .	<sup>1</sup> 16.00	4	9¾	9	9¾	9¾	12¾	—	5¾	54¾	
Salem, . . . . .	<sup>1</sup> 16.00	4½	10½	10½	10½	10½	12½	—	6	59	
Springfield, . . . . .	<sup>3</sup> 16.00	9½	10¾	10¾	10¾	9½	12¾	{ 4½ 5½ }	5	59	
Taunton, . . . . .	14.00	4½	10¾	10¾	10¾	10¾	<sup>8</sup> 13¾	—	6¼	<sup>8</sup> 61¼	
Waltham, . . . . .	<sup>1</sup> 16.00	4½	11	11	11	11	13	—	6½	61½	
Webster, . . . . .	15.00	10½	10½	10½	10½	10½	13	5	5½	60	
Westfield, . . . . .	15.00	{ 9 4½ }	10¼	10¼	{ 4½ 9 }	10¼	12¼	—	4½	56½	
Worcester, . . . . .	15.00	10½	10½	10½	10½	10½	12½	5¼	5¼	59¾	

<sup>1</sup> In many localities a weekly wage of a stated amount is guaranteed and also a bonus consisting of a portion of the weekly receipts, exceeding a specified sum, taken in by each barber. Thus the bonus consists of one-half of the receipts in excess of \$18 in Haverhill; in excess of \$20 in Boston, Fall River, Framingham (in some cases), Lawrence, Lynn, Natick (in some cases), and Rockland; in excess of \$22 in Brockton, Quincy, and Waltham; and in excess of \$25 in Pittsfield and Salem.

<sup>2</sup> In localities where a barber is allowed a specified number of hours as a half-holiday each week, but on no stated day, the number of hours worked on a half-holiday varies according to the length of the day on which he takes such half-holiday. For example, if 5 hours is the time allowed as a half-holiday, and a barber takes it on a 10-hour day, he works on that day 5 hours, whereas if he takes it on an 11-hour day, he works 6 hours on that day.

<sup>3</sup> Minimum weekly rate with accompanying bonus; agreement specifies that for those receiving higher weekly rates of wages one-half receipts over stated amounts, varying with amount of weekly wages, shall be paid.

<sup>4</sup> Have two half-holidays weekly; one on Thursday, one on another day, not stated.

<sup>5</sup> Prevailing rate; no agreement establishing a minimum.

<sup>6</sup> Hours specified in agreement; in majority of shops men start work one-half hour later, making weekly hours 62.

<sup>7</sup> Rate specified in agreement; majority of employees receive \$15 or \$16 a week and a percentage of receipts over certain amounts.

<sup>8</sup> On August 6, 1917, hours of labor for Saturday were reduced to 12¾.

TABLE 2. DOMESTIC AND PERSONAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- urday		
<b>Bartenders.</b>									
Boston, . . . . .	-	-	\$21.00	<sup>2</sup> \$0.40	\$0.50	10	10	60	-
Chicopee (hotel), . . . .	-	-	18.00	-	-	<sup>3</sup> 6 $\frac{1}{2}$ <sup>4</sup> 11 $\frac{3}{4}$	6 $\frac{3}{4}$	<sup>4</sup> 58 $\frac{3}{4}$	12
Chicopee (saloon), . . . .	-	-	18.00	-	-	<sup>3</sup> 6 $\frac{1}{2}$ <sup>4</sup> 11 $\frac{3}{4}$	7 $\frac{3}{4}$	54	12
Clinton (hotel), . . . . .	-	-	21.00	-	-	<sup>5</sup> 10	12	<sup>6</sup> 64	12
Clinton (saloon), . . . . .	-	-	18.00	-	-	<sup>5</sup> 10	12	<sup>5</sup> 55	12
Gardner, . . . . .	-	-	<sup>7</sup> 12.00 <sup>8</sup> 16.00	<sup>4</sup> .40	.40	<sup>9</sup> 6 $\frac{1}{2}$ <sup>11</sup> 11 $\frac{3}{4}$	10	56 $\frac{3}{4}$	-
Gardner (spare or accommo- dation work), . . . . .	} -	{ <sup>10</sup> \$3.00 4.00	-	-	-	10	-	-	-
Gloucester, . . . . .	-	-	18.00	-	-	-	10	-	-
Great Barrington, . . . . .	-	-	18.00	-	-	9	9	54	-
Greenfield (hotel), . . . .	-	-	<sup>11</sup> 18.00	-	-	<sup>12</sup> 6 12	12	<sup>13</sup> 61	-
Greenfield (saloon), . . . .	-	-	<sup>11</sup> 18.00	-	-	<sup>12</sup> 6 12	12	54	-
Holyoke, . . . . .	-	-	20.00	-	.50	9	10	55	-
Lawrence, . . . . .	-	-	22.00	.50	.60	<sup>5</sup> 10 $\frac{1}{4}$	12	<sup>5</sup> 56	12
Lowell, . . . . .	-	-	18.00	-	-	<sup>5</sup> 10 $\frac{1}{2}$	10 $\frac{1}{2}$	<sup>5</sup> 55 $\frac{1}{2}$	12
Marlborough, . . . . .	-	-	20.00	-	-	-	-	60	-
Milford, . . . . .	-	-	16.00	-	-	10	10	60	-
New Bedford (hotel), . . . .	-	-	18.00	<sup>14</sup> .35	.50	8 $\frac{1}{2}$	12	<sup>15</sup> 63	-
New Bedford (saloon), . . . .	-	-	18.00	<sup>14</sup> .35	.50	8 $\frac{1}{2}$	12	54 $\frac{1}{2}$	-
North Adams (hotel), . . . .	-	-	21.00	-	-	<sup>16</sup> 7 11	12	<sup>16</sup> 65	-
North Adams (saloon), . . . .	-	-	18.00	.50	.50	<sup>17</sup> 7 11	12	<sup>17</sup> 57	-
Northampton (hotel), . . . .	-	-	21.00	-	-	-	-	60	-
Northampton (saloon), . . . .	-	-	18.00	-	-	9	11	56	-

<sup>1</sup> Rates, when expressed in terms of money, represent rates per hour. Symbols signify as follows: 1 $\frac{1}{2}$  T. = Time and one-half; 2 T. = Double time.

<sup>2</sup> Spare or accommodation work, \$4 a day for Saturday; \$5 a day for Sunday.

<sup>3</sup> Two days, 6 $\frac{1}{2}$  hours each; 3 days, 11 $\frac{3}{4}$  hours each.

<sup>4</sup> Hotel men work 11 $\frac{3}{4}$  hours on alternate Sundays, but in a majority of establishments have a day off during the week to compensate.

<sup>5</sup> One day 3 hours.

<sup>6</sup> On Sunday, 9 hours.

<sup>7</sup> With board.

<sup>8</sup> Without board.

<sup>9</sup> Two days, 6 $\frac{1}{2}$  hours each; 3 days, 11 $\frac{3}{4}$  hours each.

<sup>10</sup> First 5 days, \$3 a day; Saturday, \$4 a day.

<sup>11</sup> Prevailing rate; no agreement enforcing this rate.

<sup>12</sup> Three days, 6 hours each; 2 days, 12 hours each.

<sup>13</sup> On alternate Sundays 14 hours, averaging 7 hours on Sunday for entire year.

<sup>14</sup> Overtime on Saturday, 40 cents an hour.

<sup>15</sup> On Sunday, 8 $\frac{1}{2}$  hours.

<sup>16</sup> Hotel men work 8 hours on Sunday, and for 5 days of the week work long and short days in alternate weeks; one week, work 11 hours each on 3 days, 7 hours each on 2 days, 12 hours on Saturday, and 8 hours on Sunday, — a total of 67 hours a week; the next week, work 7 hours each on 3 days, 11 hours each on 2 days, 12 hours on Saturday, and 8 hours on Sunday, — a total of 63 hours a week, making an average for the entire year of 65 hours a week.

<sup>17</sup> Saloon men, for 5 days of the week, work long and short days in alternate weeks; one week, work 11 hours each on 3 days, 7 hours each on 2 days, and 12 hours on Saturday, — a total of 59 hours a week; the next week, work 7 hours on 3 days, 11 hours each on 2 days, and 12 hours on Saturday, — a total of 55 hours a week, making an average for the entire year of 57 hours a week.



TABLE 2. DOMESTIC AND PERSONAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect.
				Regular Work- ing Days	Sun- days and Hol- idays	Mon- day to Fri- day	Sat- ursday		
<b>Bartenders — Con.</b>									
Northampton (spare or accom- modation work), . . . . .	-	{ \$3.50 4.00 }	-	-	-	{ 9 10 }	-	-	-
Pittsfield, . . . . .	-	-	\$18.00	-	-	9 11	56	-	-
Pittsfield (spare or accommo- dation work), . . . . .	-	4.00	-	-	-	9 11	-	-	-
Springfield, . . . . .	-	-	21.00	-	-	-	-	54	-
Ware (hotel), . . . . .	-	-	22.00	1½ T.	1½ T.	8½	12	1 62½	-
Ware (saloon), . . . . .	-	-	18.00	-	-	8½	12	54½	-
Westfield, . . . . .	-	-	21.00	-	-	9	10	55	-
Westfield (spare or accommo- dation work), . . . . .	-	{ 3.50 5.00 }	-	-	-	{ 9 10 }	-	-	-
Worcester, . . . . .	-	-	20.00	-	-	-	10	60	-
Worcester (spare or accommo- dation work), . . . . .	-	{ 4.00 5.00 }	-	-	-	{ 10 10 }	-	-	-
<b>Hotel and Restaurant Employees.</b>									
<i>Cooks, First.</i>									
Brockton (men), . . . . .	-	-	3 15.00	\$0.25	\$0.25	-	-	4 70	-
Brockton (women), . . . . .	-	-	3 12.00	.25	.25	-	-	5 54	-
Holyoke, . . . . .	-	-	6 18.00	-	.25	12	12	84	-
<i>Springfield (men):</i>									
Cafés, . . . . .	-	-	7 15.00	.50	.50	10	10	60	-
Hotels, . . . . .	-	-	8 21.00	.50	.50	10	10	60	-
Restaurants and lunch rooms, . . . . .	-	-	7 15.00	.50	.50	12	12	72	-
<i>Cooks, Fry.</i>									
Springfield (men, hotel), . . . . .	-	-	8 12.00	.50	.50	10	10	60	-
<i>Cooks, Order.</i>									
Brockton (order cooks or night men), . . . . .	-	-	3 12.00	.25	.25	-	-	4 84	-
Brockton (meat and order women), . . . . .	-	-	3 12.00	.25	.25	-	-	5 54	-
<i>Cooks, Pastry.</i>									
Brockton (men), . . . . .	-	-	3 15.00	.25	.25	-	-	4 70	-
Brockton (women), . . . . .	-	-	3 10.00	.25	.25	-	-	5 54	-
<i>Cooks, Second.</i>									
Brockton (men), . . . . .	-	-	3 10.00	.25	.25	-	-	4 70	-
Brockton (women), . . . . .	-	-	3 10.00	.25	.25	-	-	5 54	-
Holyoke, . . . . .	-	-	6 12.00	-	.25	12	12	84	-
Springfield (men, hotel), . . . . .	-	-	8 15.00	.50	.50	10	10	60	-
<i>Dish Washers.</i>									
Brockton (men), . . . . .	-	-	3 7.00	.25	.25	-	-	4 70	-
Brockton (women), . . . . .	-	-	3 6.00	.25	.25	-	-	5 54	-
<i>Pantrymen.</i>									
Brockton, . . . . .	-	-	3 10.00	.25	.25	-	-	4 70	-
<i>Pantrywomen.</i>									
Brockton, . . . . .	-	-	3 10.00	.25	.25	-	-	5 54	-

1 On Sunday, 8 hours.

2 Spare or accommodation work, \$3.50 a day for 5 days of the week and \$5 a day for Saturday and Sunday.

3 With board.

4 On November 1, 1917, weekly hours were changed to 66.

5 On November 1, 1917, weekly hours were reduced to 50.

6 Prevailing rate; no agreement establishing a minimum.

7 With board. On October 1, 1917, rate was increased \$3 a week.

8 On October 1, 1917, rate was increased \$3 a week.

TABLE 2. DOMESTIC AND PERSONAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sun- days and Hol- idays	Mon- day to Fri- day	Sat- urday		
<b>Hotel and Restaurant Employees — Con.</b>									
<i>Waiters.</i>									
Boston (men), . . . . .	—	—	\$8.00	\$0.35	\$0.35	—	—	1 72	—
Brockton (restaurant, men), . .	—	—	<sup>2</sup> 12.00	.25	.25	—	—	<sup>3</sup> 65	—
Brockton (restaurant, women), .	—	—	<sup>2</sup> 7.00	.25	.25	—	—	<sup>4</sup> 54	—
Holyoke, . . . . .	—	—	<sup>5</sup> 10.00 12.00	}	.25	12	12	84	—
Springfield:	—	—							
Cafés, . . . . .	—	—	<sup>8</sup> 12.00	.50	.50	10	10	60	—
Counter men, . . . . .	—	—	<sup>6</sup> 12.00	.50	.50	12	12	72	—
Hotels, . . . . .	—	\$1.25	<sup>7</sup> 7.50	.50	.50	10	10	60	—
Noon waiters, . . . . .	\$0.50	—	—	—	—	—	—	—	—
Restaurants, . . . . .	—	—	<sup>8</sup> 12.00	.50	.50	12	12	72	—
<b>Laundry Workers.</b>									
<b>Boston:</b>									
Button girls, . . . . .	—	—	7.00	2 T.	2 T.	<sup>9</sup> 9	<sup>9</sup> 9	<sup>8</sup> 54	<sup>8</sup> 3
Dampeners, . . . . .	—	—	8.00	2 T.	2 T.	<sup>9</sup> 9	<sup>9</sup> 9	<sup>8</sup> 54	<sup>8</sup> 3
Folders, apron and towel, . .	—	—	7.00	2 T.	2 T.	<sup>9</sup> 9	<sup>9</sup> 9	<sup>8</sup> 54	<sup>8</sup> 3
Folders, coat, . . . . .	—	—	8.00	2 T.	2 T.	<sup>9</sup> 9	<sup>9</sup> 9	<sup>8</sup> 54	<sup>8</sup> 3
Ironers, body, . . . . .	—	—	10.00	2 T.	2 T.	<sup>9</sup> 9	<sup>9</sup> 9	<sup>8</sup> 54	<sup>8</sup> 3
Ironers, plain hand, . . . .	—	—	8.00	2 T.	2 T.	<sup>9</sup> 9	<sup>9</sup> 9	<sup>8</sup> 54	<sup>8</sup> 3
Mangle hands, . . . . .	—	—	7.00	2 T.	2 T.	<sup>9</sup> 9	<sup>9</sup> 9	<sup>8</sup> 54	<sup>8</sup> 3
Markers, . . . . .	—	—	8.00	2 T.	2 T.	<sup>9</sup> 9	<sup>9</sup> 9	<sup>8</sup> 54	<sup>8</sup> 3
Route girls, . . . . .	—	—	8.00	2 T.	2 T.	<sup>9</sup> 9	<sup>9</sup> 9	<sup>8</sup> 54	<sup>8</sup> 3
Starchers, . . . . .	—	—	12.00	2 T.	2 T.	<sup>9</sup> 9	<sup>9</sup> 9	<sup>8</sup> 54	<sup>8</sup> 3
Washermen, . . . . .	—	—	17.00	2 T.	2 T.	<sup>9</sup> 9	<sup>9</sup> 9	<sup>8</sup> 54	<sup>8</sup> 3
Wringermen, . . . . .	—	—	10.00	2 T.	2 T.	<sup>9</sup> 9	<sup>9</sup> 9	<sup>8</sup> 54	<sup>8</sup> 3
<b>Brockton:</b>									
Collar shapers, . . . . .	—	—	8.00	2 T.	2 T.	9	5	50	12
Dampeners, collar, . . . . .	—	—	8.00	2 T.	2 T.	9	5	50	12
Dampeners, shirts, . . . . .	—	—	8.00	2 T.	2 T.	9	5	50	12
General hands, . . . . .	—	—	9.45	2 T.	2 T.	9	5	50	12
Helpers (distributing room), .	—	—	8.00	2 T.	2 T.	9	5	50	12
Ironers, body, . . . . .	—	—	8.80	2 T.	2 T.	9	5	50	12
Ironers, bosom machine, . . .	—	—	9.45	2 T.	2 T.	9	5	50	12
Ironers, collar, . . . . .	—	—	8.00	2 T.	2 T.	9	5	50	12
Ironers, hand, . . . . .	—	—	9.45	2 T.	2 T.	9	5	50	12
Ironers, neck band, . . . . .	—	—	8.00	2 T.	2 T.	9	5	50	12
Ironers, sleeve, . . . . .	—	—	8.00	2 T.	2 T.	9	5	50	12
Ironers, starchers on hand, .	—	—	9.45	2 T.	2 T.	9	5	50	12
and rough dry, . . . . .	—	—	10.50	2 T.	2 T.	9	5	50	12
Ironers, tyler, . . . . .	—	—	8.00	2 T.	2 T.	9	5	50	12
Ironers, wrist, . . . . .	—	—	8.80	2 T.	2 T.	9	5	50	12
Mangle hands, . . . . .	—	—	8.80	2 T.	2 T.	9	5	50	12
Markers and distributors, . .	—	—	10.50	2 T.	2 T.	9	5	50	12
Shirt finishers, . . . . .	—	—	9.45	2 T.	2 T.	9	5	50	12
Shirt folders, . . . . .	—	—	8.00	2 T.	2 T.	9	5	50	12
Shirt press machine opera- tors, . . . . .	—	—	9.45	2 T.	2 T.	9	5	50	12
Starchers, . . . . .	—	—	9.45	2 T.	2 T.	9	5	50	12
Starchers' helpers, . . . . .	—	—	8.00	2 T.	2 T.	9	5	50	12
Washermen, . . . . .	—	—	15.75	2 T.	2 T.	9	5	50	12
Washerwomen, . . . . .	—	—	9.45	2 T.	2 T.	9	5	50	12
Wringermen, . . . . .	—	—	12.60	2 T.	2 T.	9	5	50	12

<sup>1</sup> Two days off each month.<sup>2</sup> With board.<sup>3</sup> On November 1, 1917, weekly hours were changed to 66.<sup>4</sup> On November 1, 1917, weekly hours were reduced to 50.<sup>5</sup> Prevailing rates; no agreement establishing a minimum.<sup>6</sup> With board. On October 1, 1917, rate was increased \$1.50 a week.<sup>7</sup> On October 1, 1917, rate was increased \$1.50 a week.<sup>8</sup> During 3 months  $9\frac{3}{4}$  hours on 5 days,  $4\frac{3}{4}$  hours on Saturday,  $53\frac{1}{2}$  hours per week.

TABLE 2. DOMESTIC AND PERSONAL SERVICE — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Laundry Workers — Con.</b>									
Haverhill (men):									
Polishers, . . . . .	-	\$2.00	\$12.00	1½ T.	-	9	9	54	-
Washers, . . . . .	-	2.00	12.00	1½ T.	-	9	9	54	-
Haverhill (women):									
Ironers, big hand, . . . . .	-	1.60	9.60	1½ T.	-	9	9	54	-
Ironers, starch, . . . . .	-	1.60	9.60	1½ T.	-	9	9	54	-
All other employees, . . . . .	-	1.35	8.10	1½ T.	-	9	9	54	-

OCCUPATIONS AND MUNICIPALITIES.	Monthly Rates of Wages <sup>1</sup> with Board	OCCUPATIONS AND MUNICIPALITIES.	Monthly Rates of Wages <sup>1</sup> with Board
<b>Marine Cooks and Stewards.</b>		<b>Marine Cooks and Stewards — Con.</b>	
Boston:		Boston — Con.	
Bakers, . . . . .	\$90.00	Hallmen, . . . . .	\$50.00
Bakers (second hands), . . . . .	30.00	Mess boys, . . . . .	55.00
	55.00	Messmen, . . . . .	30.00
Barmen, . . . . .	60.00	Messmen, second, . . . . .	45.00
	70.00		35.00
Broilers, first, . . . . .	70.00		50.00
Broilers, second, . . . . .	55.00	Pantrymen, . . . . .	60.00
	55.00		65.00
Butchers, . . . . .	65.00	Pantrymen, assistant, . . . . .	30.00
	70.00	Porters, . . . . .	40.00
Checkers, chief, . . . . .	40.00	Saladmen, . . . . .	45.00
	55.00		50.00
Checkers, second, . . . . .	60.00		55.00
Coffeemen, . . . . .	45.00		90.00
Cooks and stewards, . . . . .	50.00	Stewards, chief, . . . . .	100.00
	80.00		115.00
	90.00		120.00
Cooks, chief, . . . . .	100.00		65.00
	115.00	Stewards, second, . . . . .	70.00
Cooks, fry, . . . . .	55.00		80.00
Cooks, night, . . . . .	50.00		85.00
	55.00	Stewards, steerage, . . . . .	40.00
Cooks, order, . . . . .	65.00	Stewardesses, . . . . .	35.00
	60.00		40.00
Cooks, second, . . . . .	65.00	Waiters, . . . . .	45.00
	70.00	Waiters, head, . . . . .	50.00
Cooks, third, . . . . .	85.00	Watchmen, . . . . .	70.00
	50.00		40.00

<sup>1</sup> Rates of wages shown are monthly rates (with board) on ships sailing from the port of Boston according to class of ship, its cargo, or destination. The maximum number of hours of labor is not prescribed.

TABLE 3. FOOD, LIQUORS, AND TOBACCO.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sun-days and Holi-days	Mon-day to Fri-day	Sat-urday		
<b>Bakers.</b>									
<i>Apprentices.</i>									
Haverhill, . . . . .	-	\$2.00	\$12.00	\$0.40	\$0.70	9	9	54	-
Springfield (Union A, second year), . . . . .	-	-	10.00	.30	2 -	9	9	54	-
Springfield (Union A, third year), . . . . .	-	-	13.00	.30	2 -	9	9	54	-
<i>Foremen.</i>									
Boston (Union A), . . . . .	-	-	28.00	-	-	<sup>3</sup> 8	8	48	-
Boston (Unions B and C), . . . . .	-	-	22.00	.50	.50	9	9	54	-
Boston (Union B, machine shops), . . . . .	-	-	25.00	1½ T.	1½ T.	8	8	48	-
Brockton (shop crew of four or more), . . . . .	-	-	26.00	.50	.50	9	9	54	-
Brockton (shop crew of less than four), . . . . .	-	-	24.00	.50	.50	9	9	54	-
Haverhill, . . . . .	-	-	21.00	.40	.70	9	9	54	-
Holyoke, . . . . .	-	-	23.00	1½ T.	-	9	9	54	-
Lawrence, . . . . .	-	-	21.00	.45	.90	9	9	54	-
Lynn (Union A), . . . . .	-	-	25.00	.75	.75	<sup>4</sup> 9	9	54	-
Lynn (Union B), . . . . .	-	-	22.00	.40	.40	9	9	54	-
Salem, . . . . .	-	-	22.00	.40	2 T.	9	9	54	-
Springfield (Union A), . . . . .	-	-	23.00	.55	2 -	9	9	54	-
Springfield (Union B), . . . . .	-	-	28.00	.75	.75	9	<sup>5</sup> -	54	-
Taunton, . . . . .	-	-	22.00	.60	-	9	9	54	-
Worcester, . . . . .	-	-	26.50	.65	-	9	<sup>5</sup> -	54	-
<i>General Bakers in Small Shops.</i>									
Boston (Unions B and C), . . . . .	-	-	18.00	.50	.50	9	9	54	-
Brockton, . . . . .	-	-	20.00	.50	.50	9	9	54	-
Haverhill, . . . . .	-	3.50	21.00	.40	.70	9	9	54	-
Lynn (Union B), . . . . .	-	-	20.00	.40	.40	9	9	54	-
<i>Jobbers (Benchmen).</i>									
Boston (Union A), . . . . .	-	5.00	-	-	-	<sup>3</sup> 8	8	48	-
Boston (Unions B and C), . . . . .	-	3.50	21.00	.50	.50	9	9	54	-
Brockton, . . . . .	-	4.00	-	.50	.50	9	9	54	-
Haverhill, . . . . .	-	3.50	21.00	.40	.70	9	9	54	-
Lynn (Union A), . . . . .	-	5.00	-	.75	.75	<sup>4</sup> 9	9	54	-
Lynn (Union B), . . . . .	-	3.50	-	.40	.40	9	9	54	-
Salem, . . . . .	-	3.50	-	.40	2 T.	9	9	54	-
Springfield (Union A), . . . . .	-	3.50	-	.45	2 -	9	9	54	-
<i>Jobbers (Foremen).</i>									
Boston (Union A), . . . . .	-	6.00	-	-	-	<sup>3</sup> 8	8	48	-
Boston (Unions B and C), . . . . .	-	4.00	-	.50	.50	9	9	54	-
Brockton, . . . . .	-	4.50	-	.50	.50	9	9	54	-
Lynn (Union A), . . . . .	-	5.00	-	.75	.75	<sup>4</sup> 9	9	54	-
Salem, . . . . .	-	3.50	-	.40	2 T.	9	9	54	-
Springfield (Union A), . . . . .	-	4.50	27.00	-	-	9	9	54	-
<i>Ovenmen.</i>									
Boston (Unions B and C), . . . . .	-	-	20.00	.50	.50	9	9	54	-
Boston (Union B, machine shops), . . . . .	-	-	20.00	1½ T.	1½ T.	8	8	48	-

<sup>1</sup> Rates, when expressed in terms of money, represent rates per hour. Symbols signify as follows: Reg.=Regular time; 1½ T.=Time and one-half; 2 T.=Double time.

<sup>2</sup> Double time on Sundays or on seventh day if working Sunday as a regular day; on holidays same rate as for evenings.

<sup>3</sup> Friday off; 8 hours on Sunday.

<sup>4</sup> Friday off; 9 hours on Sunday.

<sup>5</sup> No work on Saturday; work 9 hours on Sunday.

TABLE 3. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Bakers — Con.</b>										
<i>Second Hands.</i>										
Boston (Union A), . . . . .	-	-	\$25.00	-	-	18	8	48	-	
Boston (Unions B and C), . . . .	-	-	19.00	\$0.50	\$0.50	9	9	54	-	
Boston (Union B, machine shops), . . . . .	-	-	20.00	1½ T.	1½ T.	8	8	48	-	
Brockton, . . . . .	-	-	22.00	.50	.50	9	9	54	-	
Haverhill, . . . . .	-	-	18.00	.40	.70	9	9	54	-	
Holyoke, . . . . .	-	-	20.00	1½ T.	-	9	9	54	-	
Lawrence, . . . . .	-	-	17.00	.45	.90	9	9	54	-	
Lynn (Union A), . . . . .	-	-	21.00	.75	.75	29	9	54	-	
Lynn (Union B), . . . . .	-	-	18.00	.40	.40	9	9	54	-	
Salem, . . . . .	-	-	20.00	.40	2 T.	9	9	54	-	
Springfield (Union A), . . . . .	-	-	20.00	.45	3 -	9	9	54	-	
Springfield (Union B), . . . . .	-	-	24.00	.70	.70	9	4 -	54	-	
Taunton (day), . . . . .	-	-	17.00	.50	-	9	9	54	-	
Taunton (night), . . . . .	-	-	18.00	.50	-	9	9	54	-	
Worcester, . . . . .	-	-	24.20	.65	-	9	4 -	54	-	
<i>Third or Under Hands.</i>										
Boston (Union A), . . . . .	-	-	22.00	-	-	18	8	48	-	
Boston (Unions B and C), . . . .	-	-	17.00	.50	.50	9	9	54	-	
Brockton, . . . . .	-	-	20.00	.50	.50	9	9	54	-	
Haverhill, . . . . .	-	-	17.00	.40	.70	9	9	54	-	
Holyoke, . . . . .	-	-	18.00	1½ T.	-	9	9	54	-	
Lawrence, . . . . .	-	-	17.00	.45	.90	9	9	54	-	
Lynn (Union A), . . . . .	-	-	19.00	.75	.75	29	9	54	-	
Lynn (Union B), . . . . .	-	-	17.00	.40	.40	9	9	54	-	
Salem, . . . . .	-	-	19.00	.40	2 T.	9	9	54	-	
Springfield (Union A), . . . . .	-	-	18.00	.45	3 -	9	9	54	-	
Springfield (Union B), . . . . .	-	-	21.00	.65	.65	9	4 -	54	-	
Taunton, . . . . .	-	-	16.00	.40	-	9	9	54	-	
Worcester, . . . . .	-	-	20.00	.65	-	9	4 -	54	-	
<b>Bottlers and Drivers.</b>										
<i>Bottlers.<sup>5</sup></i>										
Boston, . . . . .	-	-	17.00	.50	.50	8	8	48	-	
Chicopee, . . . . .	-	-	15.00	.40	2 T.	8	14	54	-	
Holyoke, . . . . .	-	-	15.00	.50	2 T.	10	14	64	-	
Lawrence (breweries), . . . . .	-	-	16.50	.35	2 T.	{ 8	8	48	}	
Lawrence (wholesale shops), . . .	-	-	15.00	.35	2 T.	{ 8	9	54		}
Lowell, . . . . .	-	-	18.50	.50	.50	{ 8	8	48		
New Bedford, . . . . .	-	-	16.00	.50	.50	{ 8	8	48	}	
Pittsfield, . . . . .	-	-	17.00	.50	.50	{ 9	9	54		}
Pittsfield (apprentices, first six months), . . . . .	-	-	13.00	.50	.50	{ 8	8	48		
Springfield, . . . . .	-	-	18.00	.50	2 T.	8	8	48	-	
Springfield (first men), . . . . .	-	-	19.00	.50	2 T.	8	8	48	-	
Worcester (breweries), . . . . .	-	-	18.25	.50	2 T.	8	8	48	-	
Worcester (wholesale shops), . . .	-	-	19.00	.50	2 T.	{ 8	8	48	}	
						{ 9	9	54		

1 Friday off; 8 hours on Sunday.

2 Friday off; 9 hours on Sunday.

3 Double time on Sundays or on seventh day if working Sunday as a regular day; on holidays same rate as for evenings.

4 No work on Saturday; work 9 hours on Sunday.

5 Machine operators usually; in some cases fill bottles by hand.

6 For 6 months, 48 hours a week, and for 6 months, 54 hours a week.

7 For 2 months, 9 hours a day, 54 hours a week; for 10 months, 8 hours a day, 48 hours a week.

TABLE 3. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Bottlers and Drivers — Con.</b>									
<i>Chauffeurs.</i>									
Boston, . . . . .	-	-	\$20.50	-	-	9	9	54	-
Chicopee, . . . . .	-	-	18.00	\$0.40	2 T.	8	14	54	-
Holyoke, . . . . .	-	-	18.00	.50	2 T.	10	14	64	-
Lawrence (heavy trucks), . . . . .	-	-	18.00	.35	2 T.	8	8	1 48	-
Lawrence (light trucks), . . . . .	-	-	16.00	.35	2 T.	9	9	54	-
Pittsfield, . . . . .	-	-	21.00	.50	\$0.50	8	8	2 48	-
Springfield, . . . . .	-	-	19.00	.50	2 T.	9	9	54	-
Worcester (wholesale shops), . . . . .	-	-	21.00	.50	2 T.	8	8	48	-
						10	14	64	-
<i>Chauffeurs' Helpers.</i>									
Boston, . . . . .	-	-	15.50	-	-	9	9	54	-
Chicopee, . . . . .	-	-	15.00	.40	2 T.	8	14	54	-
Holyoke, . . . . .	-	-	13.00	.50	2 T.	10	14	64	-
Lawrence, . . . . .	-	-	16.00	.35	2 T.	8	8	1 48	-
Pittsfield, . . . . .	-	-	18.00	.50	.50	9	9	54	-
						8	8	2 48	-
						9	9	54	-
<i>Drivers.</i>									
Boston, . . . . .	-	-	18.50	-	-	9	9	54	-
Chicopee (single), . . . . .	-	-	18.00	.40	2 T.	8	14	54	-
Holyoke (single), . . . . .	-	-	16.50	.50	2 T.	10	14	64	-
Holyoke (double), . . . . .	-	-	18.00	.50	2 T.	10	14	64	-
Lawrence (single), . . . . .	-	-	16.00	.35	2 T.	8	8	1 48	-
Lawrence (double), . . . . .	-	-	18.00	.35	2 T.	9	9	54	-
Lowell (single, yard), . . . . .	-	-	<sup>3</sup> 20.00	-	-	8	8	1 48	-
Lowell (double), . . . . .	-	-	<sup>3</sup> 21.00	-	-	8	8	48	-
Lowell (double, depot), . . . . .	-	-	<sup>3</sup> 21.00	-	-	8	8	48	-
New Bedford, . . . . .	-	-	17.00	.50	.50	9	9	54	-
Pittsfield, . . . . .	-	-	20.00	.50	.50	8	8	2 48	-
Springfield (single), . . . . .	-	-	19.00	.50	2 T.	9	9	54	-
Worcester (breweries), . . . . .	-	-	21.00	.50	2 T.	8	8	1 48	-
Worcester (wholesale shops), . . . . .	-	-	21.00	.50	2 T.	9	9	54	-
						10	14	64	-
<i>Drivers' Helpers.</i>									
Boston, . . . . .	-	-	15.50	-	-	9	9	54	-
Holyoke, . . . . .	-	-	13.00	.50	2 T.	10	14	64	-
Lawrence, . . . . .	-	-	16.00	.35	2 T.	8	8	1 48	-
Lowell (single or double), . . . . .	-	-	<sup>3</sup> 18.00	-	-	9	9	54	-
New Bedford, . . . . .	-	-	16.00	.50	.50	8	8	48	-
Pittsfield, . . . . .	-	-	18.00	.50	.50	9	9	54	-
						8	8	2 48	-
Worcester (breweries), . . . . .	-	-	19.50	.50	2 T.	9	9	54	-
Worcester (wholesale shops), . . . . .	-	-	<sup>5</sup> 16.00	.50	2 T.	8	8	1 48	-
						10	14	64	-
<i>Inside Helpers.</i>									
Boston, . . . . .	-	-	15.00	.50	.50	8	8	48	-
Holyoke, . . . . .	-	-	13.50	.50	2 T.	10	14	64	-
Lawrence, . . . . .	-	-	15.50	.35	2 T.	8	8	1 48	-
						9	9	54	-

<sup>1</sup> For 6 months, 48 hours a week, and for 6 months, 54 hours a week.<sup>2</sup> For 8 months, 48 hours a week, and for 4 months, 54 hours a week.<sup>3</sup> On August 1, 1917, rate was increased \$2 a week.<sup>4</sup> On draught teams, work 54 hours a week during 6 months, and 48 hours a week during 6 months.<sup>5</sup> Helpers on teams handling larger than half barrels, \$18.

TABLE 3. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Bottlers and Drivers — Con.</b>									
<i>Inside Helpers — Con.</i>									
Springfield, . . . . .	-	-	\$16.00	\$0.50	2 T.	8	8	48	-
Worcester (breweries), . . . .	-	-	18.25	.50	2 T.	8	8	48	-
Worcester (wholesale shops), . .	-	-	17.00	.50	2 T.	{ 8 9	{ 8 9	{ 48 54	{ -
<i>Labelers.</i>									
Worcester (breweries), . . . .	-	-	18.25	.50	2 T.	8	8	48	-
Worcester (wholesale shops, hand work), . . . . .	-	-	12.00	.50	2 T.	{ 8 9	{ 8 9	{ 48 54	{ -
<i>Machine Operators.<sup>2</sup></i>									
Boston, . . . . .	-	-	17.00	.50	\$0.50	8	8	48	-
Chicopee, . . . . .	-	-	15.00	.40	2 T.	8	14	54	-
Holyoke, . . . . .	-	-	15.00	.50	2 T.	10	14	64	-
Lowell, . . . . .	-	-	18.50	.50	.50	8	8	48	-
Lowell (pasteurizers), . . . . .	-	-	17.50	.50	.50	8	8	48	-
New Bedford, . . . . .	-	-	16.00	.50	.50	{ 8 9	{ 8 9	{ 48 54	{ -
Pittsfield, . . . . .	-	-	17.00	.50	.50	8	8	48	-
Springfield, . . . . .	-	-	18.00	.50	2 T.	8	8	48	-
Worcester (breweries), . . . .	-	-	20.25	.50	2 T.	8	8	48	-
Worcester (wholesale shops), . .	-	-	19.00	.50	2 T.	{ 8 9	{ 8 9	{ 48 54	{ -
<i>Packers.</i>									
Boston, . . . . .	-	-	17.00	.50	.50	8	8	48	-
Lowell, . . . . .	-	-	18.50	.50	.50	8	8	48	-
New Bedford, . . . . .	-	-	16.00	.50	.50	{ 8 9	{ 8 9	{ 48 54	{ -
Pittsfield, . . . . .	-	-	17.00	.50	.50	8	8	48	-
Springfield, . . . . .	-	-	17.00	.50	2 T.	8	8	48	-
<i>Stablemen.</i>									
Lawrence, . . . . .	-	-	16.00	.35	.35	{ 8 9	{ 8 9	{ 48 57	{ -
Lowell (first), . . . . .	-	-	21.00	-	-	8	8	48	-
Lowell (second), . . . . .	-	-	20.00	-	-	8	8	48	-
Pittsfield, . . . . .	-	-	18.00	.50	.50	{ 8 9	{ 8 9	{ 48 54	{ -
Worcester (breweries), . . . .	-	-	18.25	.50	2 T.	{ 8 9	{ 8 9	{ 48 54	{ -
Worcester (wholesale shops), . .	-	-	17.50	.50	2 T.	{ 8 9	{ 8 9	{ 48 54	{ -
<i>Other Employees (Unclassified).</i>									
Boston (inside workers), . . . .	-	-	15.00	.50	.50	8	8	48	-
Boston (outside workers), . . . .	-	-	15.00	.50	.50	9	9	54	-
Lawrence (inside workers), . . . .	-	-	15.00	.35	2 T.	{ 8 9	{ 8 9	{ 48 54	{ -
Lowell (inside workers), . . . .	-	-	16.50	.50	.50	8	8	48	-
<b>Brewery Workmen.</b>									
<i>Apprentices.</i>									
Boston (first year), . . . . .	-	-	16.00	.60	6.60	8	8	48	-
Boston (second year), . . . . .	-	-	18.00	.60	6.60	8	8	48	-

<sup>1</sup> For 2 months, 9 hours a day, 54 hours a week; for 10 months, 8 hours a day, 48 hours a week.

<sup>2</sup> Machine operation includes bottling, labeling, capping, crowning, pasteurizing, soaking, and washing.

<sup>3</sup> For 6 months, 48 hours a week, and for 6 months, 54 hours a week.

<sup>4</sup> During 6 months, 51 hours a week, and during 6 months, 57 hours a week, 3 hours being worked on Sunday and paid for at the overtime rate.

<sup>5</sup> For 8 months, 48 hours a week, and for 4 months, 54 hours a week.

<sup>6</sup> On legal holidays and election days, regular rate for full day.

TABLE 3. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sun-days and Holi-days	Mon-day to Fri-day	Sat-urday		
Brewery Workmen — Con.									
Apprentices — Con.									
Fall River (first year), . . . . .	-	-	\$12.50	\$0.50	\$0.50	8	8	48	-
Fall River (second year), . . . . .	-	-	14.50	.50	.50	8	8	48	-
Holyoke (first year), . . . . .	-	-	12.00	.50	2 T.	8	8	48	-
Holyoke (second year), . . . . .	-	-	15.00	.50	2 T.	8	8	48	-
Lawrence (first year), <sup>1</sup> . . . . .	-	-	13.00	.50	.50	8	8	48	-
Lawrence (second year), <sup>1</sup> . . . . .	-	-	15.00	.50	.50	8	8	48	-
Lowell (first year), . . . . .	-	-	15.00	.50	2.50	8	8	48	-
Lowell (second year), . . . . .	-	-	17.00	.50	2.50	8	8	48	-
New Bedford (first year), . . . . .	-	-	15.00	.50	.50	8	8	48	-
Pittsfield (first year), . . . . .	-	-	14.00	.50	.50	8	8	48	-
Pittsfield (second year), . . . . .	-	-	15.00	.50	.50	8	8	48	-
Springfield (first year), . . . . .	-	-	12.00	.50	2 T.	8	8	48	-
Springfield (second year), . . . . .	-	-	15.00	.50	2 T.	8	8	48	-
Worcester (first year), . . . . .	-	-	16.00	.50	2 T.	8	8	48	-
Worcester (second year), . . . . .	-	-	18.00	.50	2 T.	8	8	48	-
Brewhouse Men.									
Boston (first men), . . . . .	-	-	22.50	.60	2.60	8	8	48	-
Boston (other men), . . . . .	-	-	20.50	.60	2.60	8	8	48	-
Fall River (first men), . . . . .	-	-	19.50	.50	.50	8	8	48	-
Fall River (other men), . . . . .	-	-	17.50	.50	.50	8	8	48	-
Holyoke (first men), . . . . .	-	-	22.00	.50	2 T.	8	8	48	-
Holyoke (other men), . . . . .	-	-	20.00	.50	2 T.	8	8	48	-
Lawrence (first men), <sup>1</sup> . . . . .	-	-	22.00	.50	.50	8	8	48	-
Lawrence (other men), <sup>1</sup> . . . . .	-	-	20.00	.50	.50	8	8	48	-
Lowell (first men), . . . . .	-	-	23.00	.50	2.50	8	8	48	-
Lowell (other men), . . . . .	-	-	21.00	.50	2.50	8	8	48	-
New Bedford (first men), . . . . .	-	-	22.00	.50	.50	8	8	48	-
New Bedford (other men), . . . . .	-	-	20.00	.50	.50	8	8	48	-
Pittsfield (first men), . . . . .	-	-	23.00	.50	.50	8	8	48	-
Pittsfield (other men), . . . . .	-	-	21.00	.50	.50	8	8	48	-
Springfield (first men), . . . . .	-	-	22.00	.50	2 T.	8	8	48	-
Springfield (other men), . . . . .	-	-	20.00	.50	2 T.	8	8	48	-
Worcester (first men), . . . . .	-	-	26.00	.50	2 T.	8	8	48	-
Worcester (other men), . . . . .	-	-	21.00	.50	2 T.	8	8	48	-
Cellarmen.									
Boston (first men), . . . . .	-	-	22.50	.60	2.60	8	8	48	-
Boston (other men), . . . . .	-	-	20.50	.60	2.60	8	8	48	-
Fall River (first men), . . . . .	-	-	19.50	.50	.50	8	8	48	-
Fall River (other men), . . . . .	-	-	17.50	.50	.50	8	8	48	-
Holyoke (first men), . . . . .	-	-	24.00	.50	2 T.	8	8	48	-
Holyoke (other men), . . . . .	-	-	20.00	.50	2 T.	8	8	48	-
Lawrence (first men), <sup>1</sup> . . . . .	-	-	22.00	.50	.50	8	8	48	-
Lawrence (other men), <sup>1</sup> . . . . .	-	-	20.00	.50	.50	8	8	48	-
Lowell (first men), . . . . .	-	-	23.00	.50	2.50	8	8	48	-
Lowell (other men), . . . . .	-	-	21.00	.50	2.50	8	8	48	-
New Bedford (first men), . . . . .	-	-	22.00	.50	.50	8	8	48	-
New Bedford (other men), . . . . .	-	-	20.00	.50	.50	8	8	48	-
Pittsfield (first men), . . . . .	-	-	23.00	.50	.50	8	8	48	-
Pittsfield (other men), . . . . .	-	-	21.00	.50	.50	8	8	48	-
Springfield (first men), . . . . .	-	-	24.00	.50	2 T.	8	8	48	-
Springfield (other men), . . . . .	-	-	20.00	.50	2 T.	8	8	48	-
Worcester (first men), . . . . .	-	-	24.00	.50	2 T.	8	8	48	-
Worcester (other men), . . . . .	-	-	21.00	.50	2 T.	8	8	48	-
Chauffeurs.									
Boston, . . . . .	-	-	23.00	.60	2.60	{ 8 9 9	{ 8 9 8	{ 48 54 48	{ - - - }
Fall River, . . . . .	-	-	17.50	.50	.50	{ 8 9 9	{ 8 9 8	{ 48 54 54	{ - - - }

<sup>1</sup> Same rates apply in Haverhill.<sup>2</sup> On legal holidays and election days, regular rate for full day.<sup>3</sup> For 6 months, 48 hours a week, and for 6 months, 54 hours a week.



TABLE 3. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Brewery Workmen — Con.</b>									
<i>Chauffeurs — Con.</i>									
Fall River (helpers), . . . . .	-	-	\$15.50	\$0.50	\$0.50	{ 8 9	8 9	1 48 54	}
Holyoke, . . . . .	-	-	22.00	.50	2 T.	8	8	48	
Lawrence, <sup>2</sup> . . . . .	-	-	22.00	.50	.50	8	8	48	
Springfield, . . . . .	-	-	22.00	.50	2 T.	8	8	48	
Worcester (heavy trucks), . . . . .	-	-	23.00	.50	2 T.	{ 8 9	8 9	1 48 54	}
<i>Coopers.</i>									
Boston (bench men), . . . . .	-	-	26.50	1½ T.	2 T.	8	8	48	3
Boston (first men), . . . . .	-	-	29.50	1½ T.	2 T.	8	8	48	
Holyoke (first men), . . . . .	-	-	22.00	.50	2 T.	8	8	48	-
Pittsfield (first men), . . . . .	-	-	22.00	.50	.50	8	8	48	-
Springfield (first men), . . . . .	-	-	22.00	.50	2 T.	8	8	48	-
Worcester (bench men), . . . . .	-	-	26.50	1½ T.	2 T.	8	8	48	-
Worcester (first men), . . . . .	-	-	29.50	1½ T.	2 T.	8	8	48	-
<i>Drivers.</i>									
Boston (depot), . . . . .	-	-	21.00	.60	3.60	{ 8 9	8 9	1 48 54	}
Boston (route), . . . . .	-	-	22.00	.60	3.60	{ 8 9	8 9	1 48 54	
Holyoke (depot), . . . . .	-	-	19.00	.50	2 T.	8	8	48	
Holyoke (route), . . . . .	-	-	22.00	.50	2 T.	8	8	48	
Lawrence (depot), <sup>2</sup> . . . . .	-	-	19.00	.50	.50	8	8	48	-
Lawrence (route), <sup>2</sup> . . . . .	-	-	20.00	.50	.50	8	8	48	-
New Bedford, . . . . .	-	-	20.50	.50	.50	9	9	54	-
Springfield (depot), . . . . .	-	-	19.00	.50	2 T.	8	8	48	-
Springfield (route), . . . . .	-	-	22.00	.50	2 T.	8	8	48	-
Worcester, . . . . .	-	-	22.00	.50	2 T.	{ 8 9	8 9	1 48 54	}
<i>Drivers' Helpers.</i>									
Boston (single or double), . . . . .	-	-	19.00	.60	3.60	{ 8 9	8 9	1 48 54	}
Holyoke, . . . . .	-	-	19.00	.50	2 T.	8	8	48	
Lawrence (single or double), <sup>2</sup> . . . . .	-	-	18.00	.50	.50	8	8	48	
New Bedford, . . . . .	-	-	18.50	.50	.50	9	9	54	
Springfield, . . . . .	-	-	19.00	.50	2 T.	8	8	48	-
Worcester, . . . . .	-	-	20.50	.50	2 T.	{ 8 9	8 9	1 48 54	}
<i>Engineers, Stationary.</i>									
Boston (assistant), . . . . .	-	-	32.00	2 T.	2 T.	8	8	48	-
Boston (chief), . . . . .	-	-	40.00	2 T.	2 T.	8	8	48	-
Fall River (chief), . . . . .	-	-	30.00	-	-	8	8	48	-
Fall River (other), . . . . .	-	-	23.00	.70	.70	8	8	48	-
Holyoke, . . . . .	-	-	25.00	-	-	8	8	56	-
Lawrence, <sup>2</sup> . . . . .	-	-	28.00	.50	-	8	8	56	-
Lawrence (assistant), <sup>2</sup> . . . . .	-	-	26.00	.50	-	8	8	56	-
Lowell (chief), . . . . .	-	-	45.00	2 T.	2 T.	8	8	48	-
Lowell (assistant), . . . . .	-	-	32.00	2 T.	2 T.	8	8	48	-
New Bedford (assistant), . . . . .	-	-	25.25	1½ T.	1½ T.	8	8	48	-
New Bedford (chief), . . . . .	-	-	32.50	1½ T.	1½ T.	8	8	48	-
Pittsfield, . . . . .	-	-	23.00	.50	-	{ 8 10	8 10	4 56 70	}
Springfield, . . . . .	-	-	25.00	-	-	8	8	56	
Worcester (chief), . . . . .	-	-	\$ 45.00	2 T.	-	8	8	\$ 48	
Worcester (other), . . . . .	-	-	\$ 32.67	2 T.	-	8	8	\$ 56	

1 For 6 months, 48 hours a week, and for 6 months, 54 hours a week.

2 Same rates apply in Haverhill.

3 On legal holidays and election days, regular rate for full day.

4 For 6 months, 56 hours a week, and for 6 months, 70 hours a week.

5 Rate of \$45 is paid for 6 days' work (48 hours); when called to work on Sunday, no extra pay.

6 Rate of \$32.67 is paid for 7 days' work (56 hours), \$4.67 being paid for Sunday and \$23 for other 6 days.

TABLE 3. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Brewery Workmen — Con.</b>									
<i>Fermenting Room Men.</i>									
Boston (first men), . . . . .	—	—	\$22.50	\$0.60	1\$0.60	8	8	48	—
Boston (other men), . . . . .	—	—	20.50	.60	1.60	8	8	48	—
Fall River (first men), . . . . .	—	—	19.50	.50	.50	8	8	48	—
Fall River (other men), . . . . .	—	—	17.50	.50	.50	8	8	48	—
Holyoke (first men), . . . . .	—	—	22.00	.50	2 T.	8	8	48	—
Holyoke (other men), . . . . .	—	—	20.00	.50	2 T.	8	8	48	—
Lawrence (first men), <sup>2</sup> . . . . .	—	—	22.00	.50	.50	8	8	48	—
Lawrence (other men), <sup>2</sup> . . . . .	—	—	20.00	.50	.50	8	8	48	—
Lowell (first men), . . . . .	—	—	23.00	.50	1.50	8	8	48	—
Lowell (other men), . . . . .	—	—	21.00	.50	1.50	8	8	48	—
New Bedford (first men), . . . . .	—	—	22.00	.50	.50	8	8	48	—
New Bedford (other men), . . . . .	—	—	20.00	.50	.50	8	8	48	—
Pittsfield (first men), . . . . .	—	—	22.00	.50	.50	8	8	48	—
Pittsfield (other men), . . . . .	—	—	21.00	.50	.50	8	8	48	—
Springfield (first men), . . . . .	—	—	22.00	.50	2 T.	8	8	48	—
Springfield (other men), . . . . .	—	—	20.00	.50	2 T.	8	8	48	—
Worcester (first men), . . . . .	—	—	22.00	.50	2 T.	8	8	48	—
Worcester (other men), . . . . .	—	—	21.00	.50	2 T.	8	8	48	—
<i>Firemen, Stationary.</i>									
Boston, . . . . .	—	—	22.00	—	—	8	8	48	—
Fall River, . . . . .	—	—	18.00	—	—	8	8	56	—
Holyoke, . . . . .	—	—	22.00	—	—	8	8	56	—
Lawrence, <sup>2</sup> . . . . .	—	—	23.00	.50	—	8	8	56	—
Lowell, . . . . .	—	—	23.00	2 T.	2 T.	8	8	48	—
Lowell (helpers), . . . . .	—	—	20.00	2 T.	2 T.	8	8	48	—
Lowell (oilers), . . . . .	—	—	21.25	2 T.	2 T.	8	8	48	—
New Bedford, . . . . .	—	—	19.50	.50	.50	8	8	48	—
Pittsfield, . . . . .	—	—	18.00	.50	—	8	8	56	—
Springfield, . . . . .	—	—	22.00	—	—	8	8	56	—
Worcester, . . . . .	—	—	22.00	.50	Reg.	8	8	48	—
<i>Floormen.</i>									
Boston, . . . . .	—	—	20.50	.60	1.60	8	8	48	—
Springfield, . . . . .	—	—	20.00	.50	2 T.	8	8	48	—
<i>General Workmen.</i>									
Springfield, . . . . .	—	—	20.00	.50	2 T.	8	8	48	—
<i>Machinists.</i>									
Boston (outside erecting and constructing), . . . . .	\$0.56½	—	—	—	—	8	8	48	—
<i>Racking Room Men.</i>									
Boston, . . . . .	—	—	20.50	.60	1.60	8	8	48	—
Holyoke, . . . . .	—	—	18.00	.50	2 T.	8	8	48	—
Pittsfield (first men), . . . . .	—	—	22.00	.50	.50	8	8	48	—
Springfield (first men), . . . . .	—	—	22.00	.50	2 T.	8	8	48	—
Springfield (other men), . . . . .	—	—	20.00	.50	2 T.	8	8	48	—
Worcester (first men), . . . . .	—	—	22.00	.50	2 T.	8	8	48	—
Worcester (other men), . . . . .	—	—	21.00	.50	2 T.	8	8	48	—
<i>Stablemen.</i>									
Boston (first men), . . . . .	—	—	21.00	.60	3.60	8 9 8 9	8 9 8 9	48 54 48 54	}
Boston (other men), . . . . .	—	—	19.50	.60	3.60	8 9 8 9	8 9 8 9	48 54 48 54	
Holyoke (first men), . . . . .	—	—	21.00	—	—	8	8	56	
Holyoke (other men), . . . . .	—	—	20.00	—	—	8	8	56	

<sup>1</sup> On legal holidays and election days, regular rate for full day.<sup>2</sup> Same rates apply in Haverhill.<sup>3</sup> Regular work on Sunday, \$4 a day; on legal holidays and election days, regular rate for full day.<sup>4</sup> For 6 months, 48 hours a week, and for 6 months, 54 hours a week.

TABLE 3. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sun- days and Hol- idays	Mon- day to Fri- day	Sat- ursday		
<b>Brewery Workmen — Con.</b>									
<i>Stablemen — Con.</i>									
Lawrence, <sup>1</sup>	—	—	\$19.00	\$0.50	\$0.50	8	8	2 52	—
Springfield (first men),	—	—	21.00	—	—	8	8	56	—
Springfield (other men),	—	—	20.00	—	—	8	8	56	—
Worcester (first men),	—	—	21.50	.50	2 T.	8	8	3 48	}
Worcester (other men),	—	—	20.50	.50	2 T.	8	8	3 48	
						9	9	54	—
						8	8	3 48	}
						9	9	54	
<i>Washhouse Men.</i>									
Boston (first men),	—	—	22.50	.60	4.60	8	8	48	—
Boston (other men),	—	—	20.50	.60	4.60	8	8	48	—
Fall River (first men),	—	—	19.50	.50	.50	8	8	48	—
Fall River (other men),	—	—	16.50	.50	.50	8	8	48	—
Holyoke (first men),	—	—	22.00	.50	2 T.	8	8	48	—
Holyoke (other men),	—	—	20.00	.50	2 T.	8	8	48	—
Lawrence (first men), <sup>1</sup>	—	—	21.00	.50	.50	8	8	48	—
Lawrence (other men), <sup>1</sup>	—	—	19.00	.50	.50	8	8	48	—
Lowell (first men),	—	—	23.00	.50	4.50	8	8	48	—
Lowell (other men),	—	—	20.00	.50	4.50	8	8	48	—
New Bedford (first men),	—	—	22.00	.50	.50	8	8	48	—
New Bedford (other men),	—	—	20.00	.50	.50	8	8	48	—
Pittsfield (first men),	—	—	22.00	.50	.50	8	8	48	—
Pittsfield (other men),	—	—	21.00	.50	.50	8	8	48	—
Springfield (first men),	—	—	22.00	.50	2 T.	8	8	48	—
Springfield (other men),	—	—	20.00	.50	2 T.	8	8	48	—
Worcester (first men),	—	—	22.00	.50	2 T.	8	8	48	—
Worcester (other men),	—	—	21.00	.50	2 T.	8	8	48	—
<i>Watchmen.</i>									
Boston (stable),	—	—	21.00	.60	5.60	8	8	3 48	}
Fall River,	—	—	16.50	.50	.50	9	9	54	
Lawrence, <sup>1</sup>	—	—	18.00	.50	—	12	12	6 84	—
Lowell,	—	—	23.00	.50	4.50	7 —	7 —	7 —	—
Pittsfield,	—	—	19.00	.50	—	12	12	84	—
Worcester (inside),	—	—	22.00	.50	—	8	8	56	—
Worcester (stable),	—	—	22.00	.50	—	8	8	8 56	}
						9	9	63	
<b>Creamery Workers.</b>									
Boston:									
Bottle washers (first three months),	—	—	15.00	Reg.	Reg.	9	9	9 63	9 —
Bottle washers (after three months),	—	—	17.00	Reg.	Reg.	9	9	9 63	9 —
Checkers (first three months),	—	—	17.00	Reg.	Reg.	9	9	9 63	9 —
Checkers (after three months),	—	—	19.00	Reg.	Reg.	9	9	9 63	9 —
Chestmen (first three months),	—	—	16.00	Reg.	Reg.	9	9	9 63	9 —
Chestmen (after three months),	—	—	18.00	Reg.	Reg.	9	9	9 63	9 —

<sup>1</sup> Same rates apply in Haverhill.<sup>2</sup> Six and one-half days.<sup>3</sup> For 6 months, 48 hours a week, and for 6 months, 54 hours a week.<sup>4</sup> On legal holidays and election days, regular rate for full day.<sup>5</sup> Regular work on Sunday, \$4 a day; on legal holidays and election days, regular rate for full day.<sup>6</sup> Seven nights; one night off each two weeks.<sup>7</sup> Seven nights.<sup>8</sup> For 6 months, 56 hours a week, and for 6 months, 63 hours a week.<sup>9</sup> During 7 months (Oct. 1 to May 1) 1 day off in 15 days, and during other 5 months 1 day off in 21 days.

TABLE 3. FOOD, LIQUORS, AND TOBACCO — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Creamery Workers — Con.</b>									
<b>Boston — Con.</b>									
Helpers, general (first three months), . . . . .	-	-	\$15.00	Reg.	Reg.	9	9	1 63	1 -
Helpers, general (after three months), . . . . .	-	-	17.00	Reg.	Reg.	9	9	1 63	1 -
Men in charge of departments, . . . . .	-	-	21.00	Reg.	Reg.	9	9	1 63	1 -
Milk tasters (first three months), . . . . .	-	-	18.00	Reg.	Reg.	9	9	1 63	1 -
Milk tasters (after three months), . . . . .	-	-	20.00	Reg.	Reg.	9	9	1 63	1 -
Pasteurizers and separator men (first three months), . . . . .	-	-	18.00	Reg.	Reg.	9	9	1 63	1 -
Pasteurizers and separator men (after three months), . . . . .	-	-	20.00	Reg.	Reg.	9	9	1 63	1 -
<b>Fish Workers.</b>									
<b>Gloucester:</b>									
Fish handlers, . . . . .	\$0.33	\$2.97	17.82	Reg.	1½ T.	9	2 9	2 54	2 5
Fish splitters, . . . . .	.38	3.42	20.52	Reg.	1½ T.	9	2 9	2 54	2 5
On steam trawlers, . . . . .	-	-	40.00	-	-	4 -	4 -	4 -	-
<b>Meat Cutters and Butcher Workmen.</b>									
<b>Cambridge:</b>									
Gatenen and general employees, . . . . .	.25	2.50	15.00	Reg.	Reg.	10	10	60	-
Sausage makers, . . . . .	-	-	18.00	1½ T.	1½ T.	9	5	50	12
<b>Tobacco Strippers.</b>									
<b>Boston:</b>									
All-round strippers, . . . . .	-	-	8.00	2 T.	2 T.	8	5	45	12
All-round strippers and bookers, . . . . .	-	-	9.00	2 T.	2 T.	8	5	45	12
Binder strippers, . . . . .	-	-	8.00	2 T.	2 T.	8	5	45	12
Binder strippers (machine), . . . . .	-	-	10.00	2 T.	2 T.	8	5	45	12
Wrapper bookers, . . . . .	-	-	10.00	2 T.	2 T.	8	5	45	12
Wrapper bookers and strippers, . . . . .	-	-	9.00	2 T.	2 T.	8	5	45	12
Wrapper strippers, . . . . .	-	-	8.00	2 T.	2 T.	8	5	45	12
Wrapper strippers (machine), . . . . .	-	-	11.00	2 T.	2 T.	8	5	45	12
<b>Springfield:</b>									
All-round strippers and bookers, . . . . .	-	-	8.00	-	2 T.	8½	5½	48	12
Banders, . . . . .	-	-	8.00	-	2 T.	8½	5½	48	12
Binder strippers, . . . . .	-	-	7.00	-	2 T.	8½	5½	48	12
Branders and stampers, . . . . .	-	-	8.00	-	2 T.	8½	5½	48	12
Machine workers, . . . . .	-	-	9.00	-	2 T.	8½	5½	48	12
Selectors, . . . . .	-	-	8.00	-	2 T.	8½	5½	48	12
Wrapper bookers and strippers, . . . . .	-	-	8.00	-	2 T.	8½	5½	48	12

<sup>1</sup> During 7 months (Oct. 1 to May 1) 1 day off in 15 days, and during other 5 months 1 day off in 21 days.

<sup>2</sup> Five hours on Saturday, 50 hours a week, during 5 months.

<sup>3</sup> Receive \$40 per month and \$7 extra for every 1,000 fish caught.

<sup>4</sup> When in port work 9 hours a day, 54 hours a week.

<sup>5</sup> Rate was increased \$1 a week on July 9, 1917.

TABLE 4. GARMENT TRADES.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holi-days	Monday to Friday	Saturday		
<b>Garment Workers.<sup>2</sup></b>									
<i>Clothing Cutters and Trimmers.</i>									
Boston:									
Cutters, . . . . .	\$0.60	-	3-	1½ T.	1½ T.	$\left\{ \begin{array}{l} 8\frac{1}{2} \\ 8\frac{1}{2} \\ 8\frac{1}{2} \end{array} \right.$	$\left\{ \begin{array}{l} 5 \\ 4\frac{1}{2} \\ 4\frac{1}{2} \end{array} \right.$	48	12
Lining cutters, . . . .	-	-	\$19.00	1½ T.	1½ T.	$\left\{ \begin{array}{l} 8\frac{1}{2} \\ 8\frac{1}{2} \\ 8\frac{1}{2} \end{array} \right.$	$\left\{ \begin{array}{l} 5 \\ 4\frac{1}{2} \\ 4\frac{1}{2} \end{array} \right.$	48	12
Trimmers, junior, . . .	-	-	14.00	1½ T.	1½ T.	$\left\{ \begin{array}{l} 8\frac{1}{2} \\ 8\frac{1}{2} \\ 8\frac{1}{2} \end{array} \right.$	$\left\{ \begin{array}{l} 5 \\ 4\frac{1}{2} \\ 4\frac{1}{2} \end{array} \right.$	48	12
Trimmers, small, . . .	-	-	16.00	1½ T.	1½ T.	$\left\{ \begin{array}{l} 8\frac{1}{2} \\ 8\frac{1}{2} \\ 8\frac{1}{2} \end{array} \right.$	$\left\{ \begin{array}{l} 5 \\ 4\frac{1}{2} \\ 4\frac{1}{2} \end{array} \right.$	48	12
Trimming cutters, . . .	-	-	21.00	1½ T.	1½ T.	$\left\{ \begin{array}{l} 8\frac{1}{2} \\ 8\frac{1}{2} \\ 9 \end{array} \right.$	$\left\{ \begin{array}{l} 5 \\ 4\frac{1}{2} \\ 4 \end{array} \right.$	49	12
<i>Coat Makers.</i>									
Boston:									
Coat cutters, . . . . .	-	-	27.00	1½ T.	-	9	4	49	12
Coat makers, . . . . .	-	-	21.00	Reg.	Reg.	8	8	<sup>6</sup> 48	-
Coat stitchers, sheepskin, .	-	\$3.00	-	-	-	8½	4	46½	12
<i>Dress Cutters.</i>									
Boston, . . . . .	-	-	25.00	1½ T.	-	9	4	49	12
<i>Hat and Cap Makers.</i>									
Boston (cloth caps and hats):									
Cap-blockers, . . . . .	-	-	18.00	1½ T.	2 T.	9	4	49	12
Cap cutters (knife), . . .	-	-	22.00	1½ T.	2 T.	9	4	49	12
Cap cutters (shear), . . .	-	-	18.00	1½ T.	2 T.	9	4	49	12
Finishers, . . . . .	-	-	$\left\{ \begin{array}{l} 6\ 7.00 \\ 9.00 \end{array} \right.$	$\left\{ \begin{array}{l} 1\frac{1}{2} \\ 1\frac{1}{2} \end{array} \right.$ T.	2 T.	9	4	49	12
Machine operators, . . . .	-	-	$\left\{ \begin{array}{l} 6\ 19.00 \\ 30.00 \end{array} \right.$	$\left\{ \begin{array}{l} 1\frac{1}{2} \\ 1\frac{1}{2} \end{array} \right.$ T.	2 T.	9	4	49	12
Boston (hatters), . . . .	.55	-	27.50	-	-	9	5	50	12
Boston (straw hats):									
Blockers and pressers, . .	-	-	18.00	1½ T.	-	9	8	53	6
Machine operators, . . . .	-	-	19.00	1½ T.	-	9	8	53	6
Sizers, . . . . .	-	-	18.00	1½ T.	-	9	8	53	6
Boston (velvet hats, operators), . . . . .	-	-	15.00	1½ T.	-	9	8	53	6
Haverhill (finishers), . . .	-	-	$\left\{ \begin{array}{l} 7\ 13.00 \\ 15.00 \end{array} \right.$	$\left\{ \begin{array}{l} 1\frac{1}{2} \\ - \end{array} \right.$ T.	$\left\{ \begin{array}{l} - \\ - \end{array} \right.$	$\left\{ \begin{array}{l} - \\ - \end{array} \right.$	$\left\{ \begin{array}{l} - \\ - \end{array} \right.$	45	-
<i>Overall Workers.</i>									
Boston:									
Buttonhole workers, experienced, . . . . .	-	-	10.00	-	-	-	-	49	12
Buttonhole workers, inexperienced, . . . . .	-	-	5.00	-	-	-	-	49	12
Cutters, . . . . .	-	-	18.00	1½ T.	2 T.	$\left\{ \begin{array}{l} 8\frac{1}{2} \\ 8\frac{1}{2} \end{array} \right.$	$\left\{ \begin{array}{l} 5\frac{1}{2} \\ 5 \end{array} \right.$	48	12
Floor girls, . . . . .	-	-	7.00	-	-	-	-	49	12
Stitchers, . . . . .	-	-	5.00	-	-	-	-	49	12
North Brookfield (cutters), . . . . .	-	-	18.00	1½ T.	2 T.	8½½	5½½	48	12
North Brookfield (examiners), . . . . .	-	-	11.00	1½ T.	2 T.	8½½	5½½	48	12

<sup>1</sup> Rates, when expressed in money, represent rates per hour. Symbols signify as follows: Reg.=Regular time; 1¼ T.= Time and one-quarter; 1½ T.=Time and one-half; 2 T.= Double time.

<sup>2</sup> Piece rates prevail extensively in the garment trades and in hat and cap making. The time rates here shown represent the wages of comparatively few workers in these occupations.

<sup>3</sup> In case of emergency a firm may employ one or two cutters at a weekly rate of \$24.

<sup>4</sup> In some establishments work 8½ hours on 4 days and 9 hours on 1 day; in others work 8½ hours on 5 days.

<sup>5</sup> Hours when employed; work is seasonal.

<sup>6</sup> Prevailing range of rates; no agreement establishing a minimum rate.

<sup>7</sup> Normal weekly earnings on piece work; no agreement establishing a minimum rate.

TABLE 4. GARMENT TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Garment Workers — Con.</b>									
<i>Pressers.</i>									
Boston:									
Pressers, coat, . . . . .	—	—	<sup>1</sup> \$27.00	1½ T.	1½ T.	9	4	49	12
Pressers, skirt, . . . . .	—	—	<sup>1</sup> 25.00	1½ T.	1½ T.	9	4	49	12
Underpressers, coat, . . . .	—	—	<sup>1</sup> 23.00	1½ T.	1½ T.	9	4	49	12
Underpressers, skirt, . . . .	—	—	<sup>1</sup> 21.00	1½ T.	1½ T.	9	4	49	12
<i>Skirt Cutters.</i>									
Boston, . . . . .	—	—	25.00	1½ T.	—	9	4	49	12
<i>Skirt Finishers.</i>									
Boston, . . . . .	—	—	10.00	1½ T.	1½ T.	9	4	49	12
<i>Skirt Makers.</i>									
Boston (Union A), . . . . .	—	—	25.00	1½ T.	1½ T.	9	4	49	12
Boston (Union B), . . . . .	—	—	18.00	Reg.	Reg.	8	8	<sup>2</sup> 48	—
<i>Tailors (Bushelmen).</i>									
Brockton:									
Bushelmen and pressmen, first class shops, . . . . .	<sup>3</sup> —	—	16.50	1¼ T.	1½ T.	9	9	54	—
Bushelmen and pressmen, second class shops, . . . . .	<sup>4</sup> —	—	15.00	1¼ T.	1½ T.	9	9	54	—
Tailors (new work), first class shops, . . . . .	—	—	20.00	1¼ T.	1½ T.	9	9	54	—
Tailors (new work), second class shops, . . . . .	—	—	18.00	1¼ T.	1½ T.	9	9	54	—
Holyoke (men), . . . . .	\$0.27½	\$2.75	16.50	\$0.35	—	10	10	60	—
Holyoke (women), . . . . .	—	2.00	12.00	—	—	9	9	54	—
Lowell (custom shops), . . . .	—	—	16.00	—	—	<sup>5</sup> 9	9	<sup>5</sup> 54	<sup>5</sup> 4
Lowell (ready-made stores), . .	—	—	18.00	—	—	<sup>5</sup> 9	9	<sup>5</sup> 54	<sup>5</sup> 4
North Adams, . . . . .	—	2.50	15.00	—	—	10	10	60	—
Northampton, . . . . .	—	—	16.00	.30	—	10	10	60	—
Pittsfield, . . . . .	—	—	<sup>6</sup> 17.00	—	—	10	10	60	—
Springfield (bushelmen):									
Custom shops, first class, . .	—	—	18.00	Reg.	1½ T.	10	10	60	—
Custom shops, second class, .	—	—	17.00	Reg.	1½ T.	10	10	60	—
Ready-made stores (men), . . .	—	—	18.00	.40	2 T.	9	12	57	—
Ready-made stores (women), . .	—	—	12.00	.40	2 T.	9	9	54	—
Ready-made stores (foremen), .	—	—	20.00	.40	2 T.	9	12	57	—
Ready-made stores (pressmen), .	—	—	21.00	.40	2 T.	9	12	57	—
Westfield, . . . . .	—	—	17.50	1½ T.	1½ T.	9	9	54	—
<i>Waist and Dress Makers.</i>									
Boston:									
Apprentices, . . . . .	—	—	6.00	7—	8—	9	4	49	12
Buttonhole makers, . . . . .	—	—	11.00	7—	8—	9	4	49	12
Cutters, experienced, . . . .	—	—	25.00	7—	8—	9	4	49	12
Drapers, . . . . .	—	—	14.00	7—	8—	9	4	49	12

<sup>1</sup> In August, 1917, rates were increased: coat pressers to \$30 a week; skirt pressers to \$27; and all underpressers to \$24 a week.

<sup>2</sup> Hours when employed; work is seasonal.

<sup>3</sup> Bushelmen working on coats, employed in first class shops, receive 33 cents an hour when employed by the hour instead of by the week.

<sup>4</sup> Bushelmen working on coats, employed in second class shops, receive 25 cents an hour, when employed by the hour instead of by the week.

<sup>5</sup> During 3 months, work 5 hours on Thursday, 50 hours a week.

<sup>6</sup> On September 16, 1917, rate was increased to \$18 a week.

<sup>7</sup> No work before 8 A.M. or on Saturday afternoon; other overtime, time and one-half.

<sup>8</sup> No work on Sunday; on holidays, time and one-half.

TABLE 4. GARMENT TRADES—CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Garment Workers—Con.</b>									
<i>Waist and Dress Makers—Con.</i>									
Boston—Con.									
Examiners, . . . . .	-	-	\$9.00	1 -	2 -	9	4	49	12
Finishers, . . . . .	-	-	9.00	1 -	2 -	9	4	49	12
Ironers, . . . . .	-	-	11.00	1 -	2 -	9	4	49	12
Machine operators, . . . .	-	-	14.00	1 -	2 -	9	4	49	12
Pressers, under-, . . . .	-	-	18.00	1 -	2 -	9	4	49	12
Pressers, upper-, . . . .	-	-	22.00	1 -	2 -	9	4	49	12
Separate skirt makers (sample) who also work on dresses, . . . . .	-	-	22.00	1 -	2 -	9	4	49	12
Trimmers, hand, who also pin on trimmings, . . . .	-	-	11.00	1 -	2 -	9	4	49	12
Trimmers, hand (others), .	-	-	10.00	1 -	2 -	9	4	49	12
<i>Waterproof Garment Workers.</i>									
Boston:									
Buttonhole workers, men, .	-	-	20.00	1½ T.	-	9	5	50	12
Buttonhole workers, women,	-	-	16.00	1½ T.	-	9	5	50	12
Cutters, . . . . .	-	-	25.00	1½ T.	-	9	5	50	12
Finishers, . . . . .	-	-	8.00	1½ T.	-	9	5	50	12

1 No work before 8 A.M. or on Saturday afternoon; other overtime, time and one-half.

2 No work on Sunday; on holidays, time and one-half.

TABLE 5. METALS AND MACHINERY.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Blacksmiths and Helpers.</b>										
Boston:										
Blacksmiths, . . . . .	\$0.35	\$3.15	\$18.90	2 T.	2 T.	9	2 9	2 54	2 3	
Blacksmiths' helpers, . .	.30	2.70	16.20	2 T.	2 T.	9	2 9	2 54	2 3	
Blacksmiths (machine), .	.50	4.50	27.00	1½ T.	1½ T.	9	2 9	2 54	2 3	
Lowell:										
Blacksmiths, . . . . .	.51½	-	-	1½ T.	2 T.	8	8	48	-	
Blacksmiths' helpers, . .	.36½	-	-	1½ T.	2 T.	8	8	48	-	
Hardeners (first class), .	.47½	-	-	1½ T.	2 T.	8	8	48	-	
Hardeners (second class),	.40½	-	-	1½ T.	2 T.	8	8	48	-	
Pittsfield:										
Blacksmiths (foremen), .	.50	-	-	1½ T.	2 T.	9	5	50	12	
Blacksmiths (first class),	.44	-	-	1½ T.	2 T.	9	5	50	12	
Blacksmiths (second class),	.40	-	-	1½ T.	2 T.	9	5	50	12	
Blacksmiths' helpers (first class),	.30	-	-	1½ T.	2 T.	9	5	50	12	
Blacksmiths' helpers (second class),	.28	-	-	1½ T.	2 T.	9	5	50	12	
Welders, . . . . .	.45	-	-	1½ T.	2 T.	9	5	50	12	
Shelburne (cutlery workers),	.30	-	-	Reg.	Reg.	9	3 9	3 54	3 6	
<b>Boilermakers and Helpers.</b>										
Boston:										
Boilermakers (first class), .	4.40-.51	-	-	5 -	2 T.	8 9	4 5	6 44 50	12	
Boilermakers (second class),	4.35-.41	-	-	5 -	2 T.	8 9	4 5	6 44 50	12	
Boilermakers' helpers, . .	4.25-.30	-	-	5 -	2 T.	8 9	4 5	6 44 50	12	
Calkers, . . . . .	4.40-.45	-	-	5 -	2 T.	8 9	4 5	6 44 50	12	
Chippers, . . . . .	4.40-.45	-	-	5 -	2 T.	8 9	4 5	6 44 50	12	
Drillers, . . . . .	4.33-.38	-	-	5 -	2 T.	8 9	4 5	6 44 50	12	
Holders-on, . . . . .	4.31-.37	-	-	5 -	2 T.	8 9	4 5	6 44 50	12	
Riveters, . . . . .	4.42-.46	-	-	5 -	2 T.	8 9	4 5	6 44 50	12	
Rivet heaters, . . . . .	7.25	-	-	5 -	2 T.	8 9	4 5	6 44 50	12	
Runners, . . . . .	4.33-.38	-	-	5 -	2 T.	8 9	4 5	6 44 50	12	
<b>Can Makers.</b>										
Boston, . . . . .	8.20-.45	-	-	1½ T.	1½ T.	9 9	4½	50	12	
<b>Chandelier Makers.</b>										
Boston:										
Apprentices, first year, .	-	-	9.00	1½ T.	1½ T.	9	5	50	12	
Apprentices, second year, .	-	-	11.00	1½ T.	1½ T.	9	5	50	12	
Apprentices, third year, .	-	-	13.00	1½ T.	1½ T.	9	5	50	12	

<sup>1</sup> Rates, when expressed in terms of money, represent rates per hour. Symbols signify as follows: Reg.=Regular time; 1¼ T.=One and one-quarter time; 1½ T.=One and one-half time; 2 T.=Double time.

<sup>2</sup> Work 5 hours on Saturday, 50 hours a week, during 3 months.

<sup>3</sup> Work 5 hours on Saturday, 50 hours a week, during 6 months.

<sup>4</sup> Prevailing range of rates; no agreement establishing a minimum rate.

<sup>5</sup> Before 5 P.M., time and one-half; after 5 P.M., double time.

<sup>6</sup> Insidemen work 50 hours a week; outsiders work 44 hours.

<sup>7</sup> Prevailing rate; no agreement establishing a minimum.

<sup>8</sup> Range of rates, according to work done.

<sup>9</sup> One day, 9½ hours.



TABLE 5. METALS AND MACHINERY — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Chandelier Makers — Con.</b>									
<b>Boston — Con.</b>									
Apprentices, fourth year, . . . . .	-	-	\$18.00	1½ T.	1½ T.	9	5	50	12
Dippers and platers, . . . . .	-	-	21.00	1½ T.	1½ T.	9	5	50	12
Dippers (plain), . . . . .	-	-	20.00	1½ T.	1½ T.	9	5	50	12
Lacquerers (plain), . . . . .	-	-	17.00	1½ T.	1½ T.	9	5	50	12
Lacquerers and bronzers (color experts), . . . . .	-	-	20.00	1½ T.	1½ T.	9	5	50	12
Lathe hands, . . . . .	-	-	20.00	1½ T.	1½ T.	9	5	50	12
Metal spinners, . . . . .	-	-	23.00	1½ T.	1½ T.	9	5	50	12
Vise hands (plain filers), . . . . .	-	-	17.00	1½ T.	1½ T.	9	5	50	12
Vise hands (tube benders), . . . . .	-	-	20.00	1½ T.	1½ T.	9	5	50	12
<b>Coppersmiths.</b>									
Boston, . . . . .	1 \$0.55	-	26.40	2 T.	2 T.	2 8	2 8	48	2 7
<b>Crucible Workers.</b>									
<b>Taunton:</b>									
Ball makers, . . . . .	.30%	\$2.75	16.50	1½ T.	1½ T.	9	9	54	-
Cellar men, . . . . .	.25	2.25	13.50	1½ T.	1½ T.	9	9	54	-
Finishers, . . . . .	.30%	2.75	16.50	1½ T.	1½ T.	9	9	54	-
Jiggers, . . . . .	.33½	3.00	18.00	1½ T.	1½ T.	9	9	54	-
Shippers, . . . . .	.30%	2.75	16.50	1½ T.	1½ T.	9	9	54	-
Yardmen, . . . . .	.25	2.25	13.50	1½ T.	1½ T.	9	9	54	-
<b>Cutting Die and Cutter Makers.</b>									
<b>Brockton:</b>									
Apprentices, . . . . .	-	-	3 7.50	1½ T.	2 T.	8½	4½	48	12
Finishers, . . . . .	-	-	4 16.50-22.00	1½ T.	2 T.	8½	4½	48	12
Forgers, . . . . .	-	-	4 21.00-30.00	1½ T.	2 T.	8½	4½	48	12
Grinders, . . . . .	-	-	4 14.00-21.00	1½ T.	2 T.	8½	4½	48	12
<b>Lowell:</b>									
Finishers, . . . . .	.37	-	-	1½ T.	2 T.	9½	5	52½	12
Foremen, assistant, . . . . .	.40	-	-	1½ T.	2 T.	9½	5	52½	12
Grinders, . . . . .	.32½	-	-	1½ T.	2 T.	9½	5	52½	12
Polishers, . . . . .	.32½	-	-	1½ T.	2 T.	9½	5	52½	12
Reducers, . . . . .	.35	-	-	1½ T.	2 T.	9½	5	52½	12
Roughers-out, . . . . .	.35	-	-	1½ T.	2 T.	9½	5	52½	12
Sorters, head, . . . . .	.37	-	-	1½ T.	2 T.	9½	5	52½	12
Specialists, . . . . .	.34	-	-	1½ T.	2 T.	9½	5	52½	12
<b>Lynn:</b>									
Buzzers, . . . . .	-	-	4 15.00-17.00	1½ T.	2 T.	8½	4½	48	12
Finishers, . . . . .	-	-	4 22.00-26.00	1½ T.	2 T.	8½	4½	48	12
Forgers, . . . . .	-	-	4 25.00-30.00	1½ T.	2 T.	8½	4½	48	12
Grinders, . . . . .	-	-	4 20.00-23.00	1½ T.	2 T.	8½	4½	48	12
Helpers, . . . . .	-	-	3 12.00	1½ T.	2 T.	8½	4½	48	12
Marlborough (finishers), . . . . .	.40	-	19.20	1½ T.	2 T.	8½	4½	48	12
Marlborough (forgers), . . . . .	.50	-	24.00	1½ T.	2 T.	8½	4½	48	12
Stoneham, . . . . .	-	-	7.50	1½ T.	2 T.	5 8½	5	48	12

<sup>1</sup> On August 1, 1917, rate was increased to 62½ cents.

<sup>2</sup> During 7 months, work 8½ hours on 5 days, 4½ hours on Saturday; in one establishment, work 8½ hours on 5 days, 4½ hours on Saturday, during entire year; on August 1, 1917, these hours became effective in all establishments for the entire year.

<sup>3</sup> Prevailing rate; no agreement establishing a minimum.

<sup>4</sup> Prevailing range of rates; no agreement establishing a minimum rate.

<sup>5</sup> One day, 9 hours.

TABLE 5. METALS AND MACHINERY — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Die Sinkers and Trimmer Makers.</b>										
Springfield:										
Die sinkers, . . . . .	\$0.55	—	—	1½ T.	2 T.	9	8	2 53	2 4	
Helpers, . . . . .	1.33½	—	—	1½ T.	2 T.	9	8	2 53	2 4	
Trimmer makers, . . . .	1.45	—	—	1½ T.	2 T.	9	8	2 53	2 4	
<b>Electrical Workers.</b>										
Gardner (welders), . . . .	1.20	—	3 —	Reg.	Reg.	10	5	55	12	
Lowell, . . . . .	.47	—	—	1½ T.	2 T.	8	4	44	12	
Lowell (helpers), . . . . .	.36	—	—	1½ T.	2 T.	8	4	44	12	
Pittsfield:										
Cable splicers, . . . . .	1.28	\$2.52	—	1½ T.	1½ T.	9	9	54	—	
Cranemen, . . . . .	1.30	2.70	—	1½ T.	1½ T.	9	9	54	—	
Wiremen, . . . . .	1.28	2.52	—	1½ T.	1½ T.	9	9	54	—	
Wiremen's helpers, . . . .	1.22	1.98	—	1½ T.	1½ T.	9	9	54	—	
<b>Firemen, Stationary.</b>										
Lowell:										
Belt fixers, . . . . .	.28	—	—	1½ T.	1½ T.	9	9	54	—	
Belt fixers (foremen), . . .	.33	—	—	1½ T.	1½ T.	9	9	54	—	
Coal passers, . . . . .	.27	—	—	—	—	12	12	4 84	—	
Firemen, . . . . .	.33	—	—	—	—	12	12	4 84	—	
Oilers, . . . . .	.28	—	—	1½ T.	1½ T.	9	9	54	—	
<b>Foundrymen.</b>										
Gardner (furnace men), . . .	1.20	—	3 —	Reg.	Reg.	10	5	55	12	
Taunton:										
Casters, . . . . .	—	2.35	\$14.10	1½ T.	2 T.	9	9	54	—	
Stove craters and grate mounters, . . . . .	—	2.25	13.50	1½ T.	2 T.	9	9	54	—	
Others, <sup>1</sup> . . . . .	—	2.50	15.00	1½ T.	2 T.	9	9	54	—	
<b>Gold Beaters.</b>										
Boston, . . . . .	—	4.00	24.00	—	—	—	—	54	—	
<b>Horseshoers.</b>										
Boston, . . . . .	—	—	6 22.00	—	—	9	7 8	7 53	7 9	
Brookton (firemen), . . . .	—	—	20.00	1½ T.	1½ T.	8	5	45	12	
Brookton (floormen), . . . .	—	—	18.00	1½ T.	1½ T.	8	5	45	12	
Holyoke, . . . . .	—	3.50	21.00	\$0.50	\$0.50	9	8 8	8 53	8 6	
Springfield, . . . . .	—	—	23.00	.75	.75	9	5	50	12	
Worcester, . . . . .	—	—	21.00	.50	.50	9	5	50	12	
<b>Jewelry Workers.</b>										
Boston:										
Diamond setters, . . . . .	.65	5.20	31.20	1½ T.	1½ T.	8	9 8	9 48	9 3	
Jewelry repairers, . . . . .	.40	3.20	19.20	1½ T.	1½ T.	8	9 8	9 48	9 3	
Platinum jewelers, . . . . .	.65	5.20	31.20	1½ T.	1½ T.	8	9 8	9 48	9 3	

<sup>1</sup> Prevailing rate; no agreement establishing a minimum.<sup>2</sup> Work 5 hours on Saturday, 50 hours a week, during 4 months.<sup>3</sup> When working on piece work weekly earnings average \$18.<sup>4</sup> One day off in each 4 weeks.<sup>5</sup> Includes wareroom men or casting cleaners, cupola tenders, gangway men, and stove shippers.<sup>6</sup> On October 1, 1917, rate was increased to \$24.<sup>7</sup> During 9 months, work 5 hours on Saturday, 50 hours a week.<sup>8</sup> During 6 months, work 5 hours on Saturday, 50 hours a week.<sup>9</sup> During 3 months, work 5 hours on Saturday, 45 hours a week.

TABLE 5. METALS AND MACHINERY—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Jewelry Workers—Con.</b>									
<b>Boston—Con.</b>									
Polishers, . . . . .	\$0.45	\$3.60	\$21.60	1½ T.	1½ T.	8	18	148	13
Ring makers (first class), . .	.50	4.00	24.00	1½ T.	1½ T.	8	18	148	13
Ring makers (second class) and repairers, . . . . .	.30	2.40	14.40	1½ T.	1½ T.	8	18	148	13
Taunton (jewelry and pearl workers), . . . . .	.13 .20 .30	2 1.30 3 2.00 4 3.00	— 11.00 16.50	1½ T.	—	10 10 10	4 5 5	54 55 55	12
<b>Last Makers.</b>									
Beverly (beginners), . . . . .	—	5 2.00	—	1½ T.	2 T.	9	5	50	12
Beverly (experienced), . . . .	—	5 3.50	—	1½ T.	2 T.	9	5	50	12
<b>Machinists.</b>									
<i>Apprentices.</i>									
Brockton, . . . . .	5 16⅔	1.50	—	1½ T.	2 T.	9	6 9	6 54	6 3
Fall River, . . . . .	—	—	5 5.50	—	—	9¾	5¼	54	12
Lowell:									
First year, . . . . .	7 19½	—	—	8—	2 T.	8	8	48	—
Second year, . . . . .	7 22	—	—	8—	2 T.	8	8	48	—
Third year, . . . . .	7 24½	—	—	8—	2 T.	8	8	48	—
Lynn, . . . . .	5 16	—	—	—	—	9	5	50	12
<i>Assemblers.</i>									
Brockton, . . . . .	5 33⅓	3.00	18.00	1½ T.	2 T.	9	6 9	6 54	6 3
Gardner, . . . . .	5 20	—	9—	Reg.	Reg.	10	5	55	12
Lynn, . . . . .	5 30	—	—	—	—	9	5	50	12
Taunton (Union A), . . . . .	.25	2.25	12.38	1½ T.	2 T.	9	4½	49½	12
<i>Bench Hands.</i>									
Gardner, . . . . .	5 20	—	9—	Reg.	Reg.	10	5	55	12
<i>Drill Hands.</i>									
Gardner, . . . . .	5 20	—	9—	Reg.	Reg.	10	5	55	12
Lowell, . . . . .	7 34½	—	—	8—	2 T.	8	8	48	—
<i>Filers.</i>									
Taunton (Union A), . . . . .	.27½	—	—	1½ T.	2 T.	9	4½	49½	12
<i>Gauge Makers.</i>									
Lowell, . . . . .	7 54½	—	—	8—	2 T.	8	8	48	—
<i>Grinder Hands.</i>									
Lowell, . . . . .	7 37	—	—	8—	2 T.	8	8	48	—
<i>Helpers.</i>									
Fall River, . . . . .	—	—	5 11.50	Reg. 1¼ T. 1½ T.	—	9¾	5¼	54	12
Quincy, . . . . .	{ 10 34— .40 }	—	—	1½ T.	2 T.	{ 8 9	8 5	48 50	— 12

<sup>1</sup> During 3 months, work 5 hours on Saturday, 45 hours a week.<sup>2</sup> Includes press-hands, pearl grinders, solderers, bench hands, packers, and drillers.<sup>3</sup> Includes pearl facers, slide pushers, polishers, domers, and jewelry polishers.<sup>4</sup> Includes pearl cutters, pearl borers, pearl carvers, and pearl sawyers.<sup>5</sup> Prevailing rate; no agreement establishing a minimum.<sup>6</sup> During 3 months work 5 hours on Saturday; 50 hours a week.<sup>7</sup> Minimum rate in one establishment; employees on night work receive 10 per cent more than on day work.<sup>8</sup> Time and one-half for first 4 hours; double time thereafter.<sup>9</sup> When working on piece work, weekly earnings range from \$16.50 to \$18.00.<sup>10</sup> Prevailing range of rates; no agreement establishing a minimum rate.

TABLE 5. METALS AND MACHINERY — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
Machinists — Con.									
Helpers — Con.									
Taunton (Union A), . . . .	\$0.22½	-	-	1½ T.	2 T.	9	4½	49½	12
Taunton (Union B), . . . .	1.27	-	-	-	-	9	4½	49½	12
Lathe Hands.									
Lowell, . . . . .	2.34½	-	-	3 -	2 T.	8	8	48	-
Lynn, . . . . .	4.30	-	-	-	-	9	5	50	12
Taunton (Union A), . . . .	.30	-	-	1½ T.	2 T.	9	4½	49½	12
Machine Operators.									
Gardner (press operators), .	4.20	-	5 -	Reg.	Reg.	10	5	55	12
Lowell (turret, lathe, and screw), . . . . .	2.39½	-	-	3 -	2 T.	8	8	48	-
Taunton (Union A), . . . .	.25	-	-	1½ T.	2 T.	9	4½	49½	12
Machinists (All-round).									
Ashburnham, . . . . .	4.35	-	-	-	-	8¾	4¼	48	12
Boston (Union A), . . . .	.35	\$3.15	\$18.90	1½ T.	1½ T.	9	9	54	-
Boston (Union B), . . . .	{ 6.45 .50 .55	-	-	7 -	2 T.	8¾	4¼	48	12
Brockton, . . . . .	4.33½	3.00	18.00	1½ T.	2 T.	9	8 9	54	63
Fall River, . . . . .	-	-	15.00	{ Reg. 1¼ T. 1½ T.	-	9¾	5¼	54	12
Lawrence, . . . . .	-	-	14.75	-	1½ T.	9¾	5¼	54	12
Lowell (first class), . . . .	2.51½	-	-	3 -	2 T.	8	8	48	-
Lowell (second class), . . .	2.42½	-	-	3 -	2 T.	8	8	48	-
Lynn (Union A), . . . . .	4.38	-	-	-	-	9	5	50	12
Lynn (Union B), . . . . .	4.35	-	-	-	-	9	5	50	12
New Bedford, . . . . .	.30	-	-	{ 1¼ T. 1½ T.	1½ T.	9¾	5¼	54	12
Pittsfield, . . . . .	.34	-	-	1½ T.	1½ T.	9	5	50	12
Quincy, . . . . .	{ 10.48- .58 .45 .50	-	-	1½ T.	2 T.	{ 8 9	5	48 50	- 12
Springfield, . . . . .	.45 .50	-	-	1½ T.	2 T.	8	8	48	-
Taunton (Union B), . . . .	4.34	-	-	-	-	9	4½	49½	12
Waltham, . . . . .	-	-	21.00	1½ T.	1½ T.	10	5	55	12
Worcester, . . . . .	{ 6.35 11 - .39 .45 .50	-	-	11 -	2 T.	9	3	48	12
	-	-	-	-	-	8¾	4½	48	12
	-	-	-	-	-	8	8	48	-
	-	4.75	-	1½ T.	2 T.	9½	5	52½	12
Planer Hands.									
Lynn, . . . . .	4.35	-	-	-	-	9	5	50	12
Taunton (Union A), . . . .	.30	-	-	1½ T.	2 T.	9	4½	49½	12
Polishers.									
Ashburnham, . . . . .	4.35	-	-	-	-	8¾	4¼	48	12

1 Prevailing rate; on October 1, 1917, rate was increased to \$2.45 a day.

2 Minimum rate in one establishment; employees on night work receive 10 per cent more than on day work.

3 Time and one-half for first 4 hours; double time thereafter.

4 Prevailing rate; no agreement establishing a minimum.

5 When working on piece work, weekly earnings range from \$16.50 to \$18.00.

6 Minimum rates in different establishments.

7 Before 10 P.M., time and one-half; after 10 P.M., double time.

8 During 3 months work 5 hours on Saturday; 50 hours a week.

9 Prevailing weekly earnings range from \$14.75 to \$18.80.

10 Prevailing range of rates; no agreement establishing a minimum rate.

11 Before midnight, time and one-half; after midnight, double time.

TABLE 5. METALS AND MACHINERY—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Machinists — Con.</b>									
<i>Specialists.</i>									
Boston (Union B), . . . . .	\$0.40	-	-	2-	2 T.	8¾	4¼	48	12
Lowell (Union A), . . . . .	.43	-	-	4-	2 T.	8	8	48	-
Lowell (Union B):	.37	-	-	-	-	-	-	-	-
Head fixers, . . . . .	.41½	-	-	1½ T.	2 T.	10¾ <sup>42</sup>	5½	57¼ <sup>42</sup>	12
First class fixers, . . . . .	.37½	-	-	1½ T.	2 T.	10¾ <sup>42</sup>	5½	57¼ <sup>42</sup>	12
Second class fixers, . . . . .	.32½	-	-	1½ T.	2 T.	10¾ <sup>42</sup>	5½	57¼ <sup>42</sup>	12
Pittsfield, . . . . .	.30	-	-	1½ T.	1½ T.	9	5	50	12
Quincy, . . . . .	.35-	-	-	1½ T.	2 T.	8	8	48	-
Taunton (Union B), . . . . .	.50	-	-	-	-	9	5	50	12
	.32	-	-	-	-	9	4½	49½	12
<i>Stamp Cutters.</i>									
Lowell, . . . . .	.54½	-	-	4-	2 T.	8	8	48	-
<i>Tool Makers.</i>									
Lowell (first class), . . . . .	.54½	-	-	4-	2 T.	8	8	48	-
Lowell (second class), . . . . .	.49½	-	-	4-	2 T.	8	8	48	-
Lynn, . . . . .	.40	-	-	-	-	9	5	50	12
Quincy, . . . . .	.55-	-	-	1½ T.	2 T.	8	8	48	-
Waltham, . . . . .	.65	-	-	1½ T.	2 T.	9	5	50	12
Worcester, . . . . .	1.50	-	-	1½ T.	1½ T.	10	5	55	12
	.52½	-	-	7-	-	8	8	48	-
	.52½	-	-	7-	2 T.	8⅔	4⅔	48	12
	.52½	-	-	-	2 T.	9	3	48	12
	-	\$4.75	-	1½ T.	2 T.	9½	5	52½	12
<i>Turners.</i>									
Lynn, . . . . .	.32½	-	-	-	-	9	5	50	12
Taunton, . . . . .	.30	-	-	1½ T.	2 T.	9	4½	49½	12
<b>Metal Polishers, Buffers, and Platers.</b>									
<i>Apprentices.</i>									
Boston (first year), . . . . .	-	2.00	12.00	1½ T.	2 T.	8⅔	4⅔	48	12
Boston (second year), . . . . .	-	3.00	18.00	1½ T.	2 T.	8⅔	4⅔	48	12
<i>Bed Makers.</i>									
Boston:									
Assemblers, . . . . .	.40	-	-	-	-	10	5	55	12
Bed makers (brass), . . . . .	-	-	25.00	-	-	10	5	55	12
Buffers, . . . . .	.35	-	-	-	-	10	5	55	12
Lacquerers, . . . . .	-	-	20.00	-	-	10	5	55	12
Polishers, . . . . .	-	-	18.00	-	-	10	5	55	12
<i>Brass Finishers.</i>									
Boston, . . . . .	.46⅞	3.75	22.50	1½ T.	2 T.	8⅔	4⅔	48	12
<i>Buffers.</i>									
Boston, . . . . .	.46⅞	3.75	22.50	1½ T.	2 T.	8⅔	4⅔	48	12
Taunton, . . . . .	.40	-	21.60	1½ T.	2 T.	9	9	54	-
Watertown, . . . . .	-	3.75	-	-	-	9	9	54	-
Westfield, . . . . .	.46	-	-	1½ T.	2 T.	9	9	54	9
Worcester, . . . . .	-	3.00	-	1½ T.	-	10	5	55	12

1 Minimum rates in different establishments.

2 Before 10 p.m., time and one-half; after 10 p.m., double time.

3 Minimum rate in one establishment; employees on night work receive 10 per cent more than on day work.

4 Time and one-half for first 4 hours; double time thereafter.

5 Prevailing range of rates; no agreement establishing a minimum rate.

6 Prevailing rate; no agreement establishing a minimum.

7 Before midnight, time and one-half; after midnight, double time.

8 On Oct. 1, 1917, rate was increased 5 per cent.

9 During 3 months, work 5 hours on Saturday 50 hours a week.

TABLE 5. METALS AND MACHINERY — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Work- ing Days	Sund- days and Holi- days	Mon- day to Fri- day	Sat- urday			
<b>Metal Polishers, Buffers, and Platers — Con.</b>										
<i>Platers.</i>										
Boston, . . . . .	\$0.46 $\frac{7}{8}$	\$3.75	\$22.50	1 $\frac{1}{2}$ T.	2 T.	8 $\frac{3}{4}$	4 $\frac{3}{4}$	48	12	
Taunton, . . . . .	—	13.75	—	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	
Watertown, . . . . .	—	3.50	—	—	—	9	9	54	—	
Worcester, . . . . .	—	3.00	—	1 $\frac{1}{2}$ T.	—	10	5	55	12	
<i>Polishers.</i>										
Amesbury, . . . . .	1.39	3.50	21.00	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	
Ashburnham, . . . . .	1.35	—	—	—	—	8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12	
Boston, . . . . .	.46 $\frac{7}{8}$	3.75	22.50	1 $\frac{1}{2}$ T.	2 T.	8 $\frac{3}{4}$	4 $\frac{3}{4}$	48	12	
Northampton, . . . . .	—	3.25	—	—	—	9	4 9	4 54	4 3	
Orange, . . . . .	{ 5.22 $\frac{1}{2}$ — .27 $\frac{1}{2}$ }	—	—	—	—	9	9	54	—	
Taunton, . . . . .	—	13.15	18.90	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	
Westfield, . . . . .	6.46	—	—	1 $\frac{1}{2}$ T.	2 T.	9	4 9	4 54	4 3	
<b>Molders.</b>										
<i>Brass Molders.</i>										
Boston, . . . . .	.50	4.50	27.00	1 $\frac{1}{2}$ T.	2 T.	9	7 9	7 54	7 5	
Holyoke, . . . . .	—	8 4.00	24.00	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	
Lawrence, . . . . .	.47 $\frac{9}{17}$	—	—	1 $\frac{1}{2}$ T.	2 T.	9 $\frac{1}{2}$	6 $\frac{1}{2}$	54	12	
Lowell, . . . . .	—	4.00	—	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	
Springfield, . . . . .	.44 $\frac{1}{2}$	8 4.00	24.00	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	
<i>Coremakers.</i>										
Boston (brass), . . . . .	.50	4.50	27.00	1 $\frac{1}{2}$ T.	2 T.	9	7 9	7 54	7 5	
Boston (iron), . . . . .	—	4.50	—	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	
Chicopee, . . . . .	.40	3.60	21.60	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	
Fall River (iron), . . . . .	—	4.00	24.00	1 $\frac{1}{2}$ T.	—	9	9	54	—	
Fitchburg (iron), . . . . .	—	4.00	—	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	
Franklin (iron), . . . . .	—	3.50	21.00	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	
Franklin (iron, helpers), . . . . .	—	2.00	12.00	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	
Greenfield, . . . . .	.50	4.50	—	Reg.	Reg.	9	5	50	12	
Holyoke (iron), . . . . .	—	8 4.00	24.00	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	
Lawrence, . . . . .	.47 $\frac{9}{17}$	—	—	1 $\frac{1}{2}$ T.	2 T.	9 $\frac{1}{2}$	6 $\frac{1}{2}$	54	12	
Lowell, . . . . .	—	4.00	—	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	
Newburyport (iron), . . . . .	—	—	25.50	1 $\frac{1}{2}$ T.	2 T.	9 $\frac{1}{2}$	6 $\frac{1}{2}$	54	12	
Northampton, . . . . .	—	3.25	19.50	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	9	9	54	—	
Norwood, . . . . .	—	1 4.00	—	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	
Orange, . . . . .	—	3.00	—	—	—	9	9	54	—	
Plymouth, . . . . .	—	3.00	18.00	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	
Springfield, . . . . .	.44 $\frac{1}{2}$	8 4.00	24.00	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	
Taunton (iron), . . . . .	—	4.25	—	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	
Wakefield, . . . . .	—	8 4.00	—	Reg.	—	9	9	54	—	
Waltham, . . . . .	—	9 4.25	25.50	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	
Westfield, . . . . .	—	4.25	—	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	
Worcester (iron), . . . . .	—	4.25	—	1 $\frac{1}{2}$ T.	2 T.	9	9	54	—	

<sup>1</sup> Prevailing rate; no agreement establishing a minimum.

<sup>2</sup> On Oct. 1, 1917, rate was increased to \$3.75 a day.

<sup>3</sup> Prevailing rate; no agreement establishing a minimum; when working on piece work earnings range from \$3 to \$4 a day.

<sup>4</sup> During 3 months, work 5 hours on Saturday, 50 hours a week.

<sup>5</sup> Prevailing range of rates; no agreement establishing a minimum rate; when working on piece work earnings range from \$16 to \$19.50 a week.

<sup>6</sup> On Oct. 1, 1917, rate was increased 5 per cent.

<sup>7</sup> During 5 months, work 5 hours on Saturday, 50 hours a week.

<sup>8</sup> On August 1, 1917, rate was increased to \$4.25 a day.

<sup>9</sup> On August 1, 1917, rate was increased to \$4.50 a day.

TABLE 5. METALS AND MACHINERY — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
Molders — Con.									
Iron Molders.									
Boston (bench, floor, and machine),	-	\$4.50	-	1½ T.	2 T.	9	9	54	-
Chicopee, . . . . .	\$0.40	3.60	\$21.60	1½ T.	2 T.	9	9	54	-
Fall River, . . . . .	-	4.00	24.00	1½ T.	-	9	9	54	-
Fitchburg, . . . . .	-	4.00	-	1½ T.	2 T.	9	9	54	-
Franklin, . . . . .	-	3.50	21.00	1½ T.	2 T.	9	9	54	-
Gardner, . . . . .	-	1 3.25	-	1½ T.	-	9	2 9	2 54	2 3
Greenfield, . . . . .	.50	4.50	-	Reg.	Reg.	9	5	50	12
Holyoke, . . . . .	-	3 4.00	24.00	1½ T.	2 T.	9	9	54	-
Holyoke (helpers), . . . . .	-	2.50	-	1½ T.	2 T.	9	9	54	-
Lawrence, . . . . .	.47 <sup>9</sup> / <sub>17</sub>	-	-	1½ T.	2 T.	9½	6½	54	12
Lowell, . . . . .	-	4.00	-	1½ T.	2 T.	9	9	54	-
Newburyport, . . . . .	-	-	25.50	1½ T.	2 T.	9½	6½	54	12
North Adams, . . . . .	-	3 3.80	-	-	-	9	9	54	-
Northampton, . . . . .	-	3.50	21.00	1½ T.	1½ T.	9	9	54	-
Norwood, . . . . .	-	4 4.00	-	1½ T.	2 T.	9	9	54	-
Orange, . . . . .	-	2.75	16.50	-	-	9	9	54	-
Plymouth, . . . . .	-	3.00	18.00	1½ T.	2 T.	9	9	54	-
Springfield, . . . . .	-	3 4.00	-	1½ T.	2 T.	9	9	54	-
Taunton, . . . . .	-	4.25	-	1½ T.	2 T.	9	9	54	-
Wakefield, . . . . .	-	3 4.00	-	Reg.	-	9	9	54	-
Waltham, . . . . .	-	5 4.25	25.50	1½ T.	2 T.	9	9	54	-
Watertown, . . . . .	-	6 4.25	25.50	1½ T.	2 T.	8½	8½	51	-
Westfield, . . . . .	-	4.25	-	1½ T.	2 T.	9	9	54	-
Westfield (rammers), . . . . .	-	7 3.25	-	1½ T.	2 T.	9	9	54	-
Worcester, . . . . .	-	4.25	-	1½ T.	2 T.	9	9	54	-
Molders' Helpers.									
Fall River (iron), . . . . .	-	-	13.00	1½ T.	-	9	9	54	-
Norwood (iron), . . . . .	-	4 2.50	-	-	-	9	9	54	-
Molding Machine Operators.									
Holyoke, . . . . .	-	3 4.00	24.00	1½ T.	2 T.	9	9	54	-
Lawrence, . . . . .	.33 <sup>9</sup> / <sub>17</sub>	-	-	1½ T.	2 T.	9½	6½	54	12
Lowell, . . . . .	-	4.00	-	1½ T.	2 T.	9	9	54	-
Plymouth, . . . . .	-	3.00	18.00	1½ T.	2 T.	9	9	54	-
Taunton, . . . . .	-	4.25	-	1½ T.	2 T.	9	9	54	-
Westfield, . . . . .	-	7 3.25	-	1½ T.	2 T.	9	9	54	-
Snaggers.									
Fall River, . . . . .	-	-	13.00	1½ T.	-	9	9	54	-
Franklin, . . . . .	-	2.00	12.00	1½ T.	2 T.	9	9	54	-
Pattern Makers. <sup>8</sup>									
Pittsfield, . . . . .	{ 9.42 .46	{ 3.78 4.14	-	1¼ T.	-	9	5	50	12
Springfield, . . . . .	10.55	-	26.40	11 -	2 T.	{ 12 8 8½	{ 12 8 4½	48	12 - 48

<sup>1</sup> Prevailing rate; on July 23, 1917, rate was increased to \$4 a day.

<sup>2</sup> During 3 months, work 8 hours on Saturday, between 5 A.M. and 1 P.M., 53 hours a week.

<sup>3</sup> On August 1, 1917, rate was increased to \$4.25 a day.

<sup>4</sup> Prevailing rate; no agreement establishing a minimum.

<sup>5</sup> On August 1, 1917, rate was increased to \$4.50 a day.

<sup>6</sup> Prevailing rate when working by the day; usually work on piece basis.

<sup>7</sup> Rate was gradually increased between April 15, 1917, and November 20, 1917, to \$4 a day; on January 1, 1918, rate became \$4.25.

<sup>8</sup> See also on page 100 for rates for wood pattern makers.

<sup>9</sup> Prevailing rates; no agreement establishing a minimum rate.

<sup>10</sup> On September 1, 1917, rate was increased to 60 cents an hour.

<sup>11</sup> Before 10 P.M., time and one-half; after 10 P.M., double time. On October 1, 1917, double time rate for all overtime became effective.

<sup>12</sup> In job shops, work 8 hours a day, 48 hours a week, during entire year; in corporation shops, work 8½ hours a day on 5 days of week and 4½ hours on Saturday during entire year.

TABLE 5. METALS AND MACHINERY — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holi-days	Mon-day to Fri-day	Sat-urday		
<b>Plumbers and Steam Fitters.</b>									
Pittsfield:									
Gang bosses, . . . .	\$0.50	-	-	1½ T.	1½ T.	9	5	50	12
Plumbers, . . . .	.37	-	-	1½ T.	1½ T.	9	5	50	12
Sheet metal workers, . . .	1.37- .45	-	-	1½ T.	1½ T.	9	5	50	12
Sheet metal workers' help- ers, . . . .	1.31- .35	-	-	1½ T.	1½ T.	9	5	50	12
Steam fitters, . . . .	1.35- .45	-	-	1½ T.	1½ T.	9	5	50	12
Steam fitters' helpers, . .	2.30 .33	-	-	1½ T.	1½ T.	9	5	50	12
<b>Sheet Metal Workers.</b>									
Springfield (bench workers), .	.40	-	-	1½ T.	2 T.	8⅔	4⅔	48	12
Springfield (tinsmiths), .	.45	-	-	1½ T.	2 T.	8⅔	4⅔	48	12
<b>Silver Workers.</b>									
New Bedford, . . . .	.25	-	-	Reg.	Reg.	10	3 9	3 59	3 8
<b>Stove Mounters.</b>									
Taunton, . . . .	.35	-	-	1½ T.	1½ T.	9	9	54	-
Watertown, . . . .	4.35	\$3.15	\$18.90	1½ T.	1½ T.	9	9	54	-
<b>Toolmakers.</b>									
Springfield, . . . .	4.60	-	-	1½ T.	2 T.	8⅔	4⅔	48	12

<sup>1</sup> Range of rates paid according to ability and length of service.

<sup>2</sup> Rates paid according to length of service.

<sup>3</sup> During 8 months, work 5 hours on Saturday, 55 hours a week.

<sup>4</sup> Prevailing rate; no agreement establishing a minimum.



TABLE 6. PAPER AND PULP MANUFACTURING.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Paper Makers.</b>									
<i>Backtenders.</i>									
Fitchburg, . . . . .	-	<sup>2</sup> \$2.47½	\$14.85	Reg.	-	8	8	48	-
Holyoke:									
Coarse mill, . . . . .	<sup>3</sup> \$0.34¾	-	16.50	-	2 T.	8	8	48	-
Fine mill, . . . . .	<sup>3</sup> .31½	-	15.00	-	2 T.	8	8	48	-
Large machine, . . . . .	<sup>3</sup> .37½	-	18.00	-	2 T.	8	8	48	-
Small machine, . . . . .	<sup>3</sup> .34¾	-	16.50	-	2 T.	8	8	48	-
Lee, . . . . .	-	-	13.50	Reg.	2 T.	8	8	48	-
Montague (Union A, coarse mill), . . . . .	.35½	2.86	17.15	Reg.	Reg.	8	8	48	-
<i>Beatermen.</i>									
Fitchburg, . . . . .	-	{ <sup>4</sup> 2.31 2.64}	-	Reg.	-	8	8	48	-
Holyoke, . . . . .	<sup>3</sup> .467½	-	22.50	-	2 T.	8	8	48	-
Lee, . . . . .	-	-	18.00	Reg.	2 T.	8	8	48	-
Montague (Union A), . . . . .	.39¾	3.18	19.09	Reg.	Reg.	8	8	48	-
Montague (Union B), . . . . .	<sup>2</sup> .41¼	3.30	19.80	1½ T.	1½ T.	8	8	48	-
<i>Beatermen's Helpers.</i>									
Fitchburg, . . . . .	-	{ <sup>4</sup> 1.92½ 2.29}	-	Reg.	-	8	8	48	-
Holyoke, . . . . .	<sup>3</sup> .28½	-	13.50	-	2 T.	8	8	48	-
Lee, . . . . .	-	-	12.00	Reg.	2 T.	8	8	48	-
<i>Calendermen.</i>									
Fitchburg, . . . . .	-	{ <sup>4</sup> 2.31 2.67½}	-	Reg.	-	8	8	48	-
Fitchburg (helpers), . . . . .	-	<sup>2</sup> 1.76	-	Reg.	-	8	8	48	-
<i>Counters.</i>									
Fitchburg, . . . . .	-	<sup>2</sup> 2.42	-	Reg.	-	9	9	54	-
Holyoke, . . . . .	-	-	<sup>5</sup> 16.50	2 T.	2 T.	9	5	50	12
<i>Cutters, Paper.</i>									
Fitchburg, . . . . .	-	<sup>2</sup> 1.76	-	Reg.	-	8	8	48	-
Fitchburg (helpers), . . . . .	-	<sup>2</sup> 1.37½	-	Reg.	-	8	8	48	-
Holyoke (women), . . . . .	-	-	<sup>5</sup> 11.00	1½ T.	1½ T.	9	5	50	12
<i>Finishers.</i>									
Fitchburg, . . . . .	-	{ <sup>4</sup> 2.42 3.06}	-	Reg.	-	9	9	54	-
<i>Fourth Hands.</i>									
Holyoke, . . . . .	<sup>3</sup> .28½	-	13.50	-	2 T.	8	8	48	-
Montague (Union A, large machine), . . . . .	.28½	2.28	13.70	Reg.	Reg.	8	8	48	-
<i>Helpers.</i>									
Holyoke, . . . . .	-	-	<sup>5</sup> 15.00	2 T.	2 T.	9	5	50	12
<i>Loftmen.</i>									
Holyoke, . . . . .	-	2.50	<sup>5</sup> 13.90	1½ T.	1½ T.	9	5	50	12
<i>Machine Tenders.</i>									
Fitchburg, . . . . .	-	{ <sup>4</sup> 3.57½ 3.95}	-	Reg.	-	8	8	48	-

<sup>1</sup> Symbols signify as follows: Reg.= Regular time; 1½ T.= One and one-half time; 2 T.= Double time.

<sup>2</sup> Prevailing rate; no agreement establishing a minimum.

<sup>3</sup> Also receive a 20 per cent bonus which is not included in minimum rate; on October 1, 1917, another bonus was granted.

<sup>4</sup> Prevailing rates in different establishments; no agreement establishing a minimum.

<sup>5</sup> On October 1, 1917, rate was increased.

TABLE 6. PAPER AND PULP MANUFACTURING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Paper Makers — Con.</b>									
<i>Machine Tenders — Con.</i>									
Holyoke:									
Coarse machine, . . .	\$0.50	—	\$24.00	—	2 T.	8	8	48	—
Fine machine, . . .	1.46 $\frac{1}{2}$	—	22.50	—	2 T.	8	8	48	—
Large machine, . . .	1.50	—	24.00	—	2 T.	8	8	48	—
Small machine, . . .	1.46 $\frac{1}{2}$	—	22.50	—	2 T.	8	8	48	—
Lee, . . .	—	—	21.00	Reg.	2 T.	8	8	48	—
Montague (Union A, large machine), . . .	.53	\$4.24	25.44	Reg.	Reg.	8	8	48	—
Montague (Union A, small machine), . . .	.50	4.00	24.00	Reg.	Reg.	8	8	48	—
Montague (Union B), . . .	2.48 $\frac{1}{2}$	3.85	23.10	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	—
<i>Platers, Paper.</i>									
Holyoke (men), . . .	—	—	19.80	2 T.	2 T.	9	5	50	12
Holyoke (women), . . .	—	—	10.80 12.00	2 T.	2 T.	9	5	50	12
<i>Sealers.</i>									
Holyoke, . . .	—	—	15.00	2 T.	2 T.	9	5	50	12
<i>Shippers.</i>									
Holyoke, . . .	—	—	18.00	2 T.	2 T.	9	5	50	12
<i>Sorters, Paper.</i>									
Fitchburg (men), . . .	—	2 1.32	—	Reg.	—	9	9	54	—
Lee (rag), . . .	—	—	9.00	Reg.	2 T.	8	8	48	—
<i>Stationary Firemen.</i>									
Fitchburg, . . .	—	2 3.00	21.00	Reg.	Reg.	8	8	56	—
Holyoke, . . .	—	2 3.60	25.20	—	—	8	8	56	—
<i>Third Hands.</i>									
Fitchburg, . . .	—	2 1.92 $\frac{1}{2}$	—	Reg.	—	8	8	48	—
Holyoke (large machine), . . .	1.31 $\frac{1}{4}$	—	15.00	—	2 T.	8	8	48	—
Holyoke (small machine), . . .	1.28 $\frac{1}{2}$	—	—	—	2 T.	8	8	48	—
Lee, . . .	—	—	12.00	Reg.	2 T.	8	8	48	—
Montague (Union A, large machine), . . .	.34 $\frac{3}{8}$	2.77	16.65	Reg.	Reg.	8	8	48	—
Montague (Union A, small machine), . . .	.30 $\frac{3}{8}$	2.45	14.70	Reg.	Reg.	8	8	48	—
<i>Tyers.</i>									
Holyoke, . . .	—	—	15.00	2 T.	2 T.	9	5	50	12
<i>Washermen.</i>									
Fitchburg, . . .	—	2 2.31	—	Reg.	—	8	8	48	—
Holyoke, . . .	1.31 $\frac{1}{4}$	—	15.00	—	2 T.	8	8	48	—
Lee, . . .	—	—	16.50	Reg.	2 T.	8	8	48	—
<b>Pulp, Sulphite, and Paper Mill Workers.</b>									
Northampton:									
Acid makers, . . .	—	2 2.85	—	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	—
Acid testers, . . .	—	2 1.50	—	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	—
Blacksmiths, . . .	—	2 3.15	—	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	9	9	54	—

<sup>1</sup> Also receive a 20 per cent bonus which is not included in minimum rate; on October 1, 1917, another bonus was granted.

<sup>2</sup> Prevailing rate; no agreement establishing a minimum.

<sup>3</sup> Smaller rate is paid when 3 girls work at a table; larger rate when 2 girls work at a table.

<sup>4</sup> On October 1, 1917, rate was increased.

<sup>5</sup> On September 1, 1917, rate was increased 60 cents a day.

TABLE 6. PAPER AND PULP MANUFACTURING — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Pulp, Sulphite, and Paper Mill Workers — Con.</b>									
<b>Northampton — Con.</b>									
Blacksmiths' helpers, . . . . .	-	<sup>1</sup> \$2.40	-	1½ T.	1½ T.	9	9	54	-
Bleachers, . . . . .	-	12.65	-	1½ T.	1½ T.	8	8	48	-
Bleach mixers, . . . . .	-	12.40	-	1½ T.	1½ T.	8	8	48	-
Blow-pit men, . . . . .	-	12.55	-	1½ T.	1½ T.	8	8	48	-
Carrier men, . . . . .	-	12.40	-	1½ T.	1½ T.	9	9	54	-
Chipper men, . . . . .	-	12.40	-	1½ T.	1½ T.	9	9	54	-
Coal handlers, . . . . .	-	12.40	-	1½ T.	1½ T.	9	9	54	-
Cooks, . . . . .	-	13.35	-	1½ T.	1½ T.	8	8	48	-
Cooks' helpers, . . . . .	-	12.45	-	1½ T.	1½ T.	8	8	48	-
		12.50							
Oilers, . . . . .	-	12.65	-	1½ T.	1½ T.	9	9	54	-
Pressmen, head, . . . . .	-	12.85	-	1½ T.	1½ T.	8	8	48	-
Pressmen, . . . . .	-	12.55	-	1½ T.	1½ T.	8	8	48	-
Pulp loaders, . . . . .	-	12.60	-	1½ T.	1½ T.	8	8	48	-
Pulp loaders' helpers, . . . . .	-	12.40	-	1½ T.	1½ T.	8	8	48	-
Screen men, . . . . .	-	12.65	-	1½ T.	1½ T.	8	8	48	-
Steamfitters (assistant), . . . . .	-	13.15	-	1½ T.	1½ T.	9	9	54	-
Steamfitters (foremen), . . . . .	-	13.90	-	1½ T.	1½ T.	9	9	54	-
Steamfitters' helpers, . . . . .	-	12.40	-	1½ T.	1½ T.	9	9	54	-
Store room men, . . . . .	-	12.45	-	1½ T.	1½ T.	9	9	54	-
Teamsters, . . . . .	-	12.40	-	1½ T.	1½ T.	9	9	54	-
		12.50							
Wood loaders, . . . . .	-	12.40	-	1½ T.	1½ T.	9	9	54	-

<sup>1</sup> On September 1, 1917, rate was increased 60 cents a day.

TABLE 7. PRINTING AND ALLIED TRADES.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Bookbinders.</b>									
<i>Backing Machine Operators.</i>									
Boston, . . . . .	-	-	\$22.00	1½ T.	2 T.	8¾	4¼	48	12
Cambridge, . . . . .	-	-	23.00	1½ T.	2 T.	8¾	4¾	48	12
<i>Banders, Head, and Liners.<sup>2</sup></i>									
Boston, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¼	48	12
Cambridge, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12
Norwood, . . . . .	-	-	19.00	1½ T.	2 T.	8¾	4¼	48	12
<i>Banders, Head (Women).</i>									
Boston, . . . . .	\$9.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12
Cambridge, . . . . .	3.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12
Norwood, . . . . .	3.19	-	9.12	1½ T.	2 T.	8¾	4¼	48	12
<i>Board Cutters.</i>									
Boston, . . . . .	-	-	19.00	1½ T.	2 T.	8¾	4¼	48	12
Cambridge, . . . . .	-	-	20.00	1½ T.	2 T.	8¾	4¾	48	12
Norwood, . . . . .	-	-	16.00	1½ T.	2 T.	8¾	4¼	48	12
<i>Bookbinders, General (Women).</i>									
Boston, . . . . .	3.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12
Cambridge, . . . . .	3.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12
Norwood, . . . . .	3.19	-	9.12	1½ T.	2 T.	8¾	4¼	48	12
<i>Book Pastors.</i>									
Cambridge, . . . . .	-	-	21.00	1½ T.	2 T.	8¾	4¾	48	12
Norwood, . . . . .	-	-	18.00	1½ T.	2 T.	8¾	4¼	48	12
<i>Book Repairers.</i>									
Cambridge, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12
Cambridge (women), . . . . .	-	-	12.00	1½ T.	2 T.	8¾	4¾	48	12
Norwood, . . . . .	-	-	19.00	1½ T.	2 T.	8¾	4¼	48	12
Norwood (women), . . . . .	-	-	10.00	1½ T.	2 T.	8¾	4¼	48	12
<i>Book Trimmers.</i>									
Boston, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¼	48	12
Cambridge, . . . . .	-	-	23.00	1½ T.	2 T.	8¾	4¾	48	12
<i>Bundle Machine Operators.</i>									
Cambridge, . . . . .	-	-	20.00	1½ T.	2 T.	8¾	4¾	48	12
<i>Casers-in, Hand.</i>									
Boston, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¼	48	12
Cambridge, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12
Norwood, . . . . .	-	-	19.00	1½ T.	2 T.	8¾	4¼	48	12
<i>Casers-in, Machine.</i>									
Boston, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¼	48	12
Cambridge, . . . . .	-	-	23.00	1½ T.	2 T.	8¾	4¾	48	12
Norwood, . . . . .	-	-	20.00	1½ T.	2 T.	8¾	4¼	48	12
<i>Case or Cover Makers, Hand.</i>									
Boston, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¼	48	12
Norwood, . . . . .	-	-	19.00	1½ T.	2 T.	8¾	4¼	48	12
<i>Case or Cover Makers, Head (Women).</i>									
Boston, . . . . .	3.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12
Cambridge, . . . . .	3.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12
Norwood, . . . . .	3.19	-	9.12	1½ T.	2 T.	8¾	4¼	48	12

<sup>1</sup> Rates, when expressed in terms of money, represent rates per hour. Symbols signify as follows: Reg.= Regular rate; 1½ T.=Time and one-third; 1½ T.=One and one-half time; 2 T.=Double time.

<sup>2</sup> Hand work; same work on machine is done by book lining machine operators.

<sup>3</sup> On October 1, 1917, rate was increased to 23 cents an hour.

<sup>4</sup> Minimum rate established by one concern.

TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- ursday		
<b>Bookbinders — Con.</b>									
<i>Case or Cover Makers, Machine.</i>									
Boston, . . . . .	-	-	\$22.00	1½ T.	2 T.	8¾	4¼	48	12
Boston (Sheridan), . . . . .	-	-	23.00	1½ T.	2 T.	8¾	4¼	48	12
Cambridge, . . . . .	-	-	23.00	1½ T.	2 T.	8¾	4¼	48	12
Cambridge (Sheridan), . . . . .	-	-	25.00	1½ T.	2 T.	8¾	4¼	48	12
Norwood, . . . . .	-	-	21.00	1½ T.	2 T.	8¾	4¼	48	12
<i>Cutting Machine Operators.</i>									
Boston, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¼	48	12
Cambridge, . . . . .	-	-	23.00	1½ T.	2 T.	8¾	4¼	48	12
Norwood, . . . . .	-	-	20.00	1½ T.	2 T.	8¾	4¼	48	12
<i>Examiners, Books.</i>									
Cambridge (women), . . . . .	-	-	<sup>1</sup> 11.00	1½ T.	2 T.	8¾	4¼	48	12
Norwood (women), . . . . .	\$0.19	-	9.12	1½ T.	2 T.	8¾	4¼	48	12
<i>Examiners, Sheets.</i>									
Cambridge (women), . . . . .	-	-	<sup>1</sup> 11.00	1½ T.	2 T.	8¾	4¼	48	12
<i>Finishers.</i>									
Boston, . . . . .	-	-	24.00	1½ T.	2 T.	8¾	4¼	48	12
<i>Floormen.</i>									
Cambridge, . . . . .	-	-	15.00	1½ T.	2 T.	8¾	4¼	48	12
<i>Folding Machine Operators.</i>									
Boston, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¼	48	12
Cambridge, . . . . .	-	-	23.00	1½ T.	2 T.	8¾	4¼	48	12
Cambridge (assistant), . . . . .	-	-	18.00	1½ T.	2 T.	8¾	4¼	48	12
Norwood, . . . . .	-	-	21.00	1½ T.	2 T.	8¾	4¼	48	12
Norwood (assistant), . . . . .	-	-	17.00	1½ T.	2 T.	8¾	4¼	48	12
<i>Folding Machine Operators, End Paper (Women).</i>									
Boston, . . . . .	3.21	-	10.08	1½ T.	2 T.	8¾	4¼	48	12
Cambridge, . . . . .	3.21	-	10.08	1½ T.	2 T.	8¾	4¼	48	12
Norwood, . . . . .	3.21	-	10.08	1½ T.	2 T.	8¾	4¼	48	12
<i>Forwarders.</i>									
Boston (extra blank), . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¼	48	12
Boston (printed book), . . . . .	-	-	24.00	1½ T.	2 T.	8¾	4¼	48	12
Boston (stock blank), . . . . .	-	-	18.00	1½ T.	2 T.	8¾	4¼	48	12
Cambridge (printed book), . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¼	48	12
<i>Gathering Machine Operators.</i>									
Boston, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¼	48	12
Cambridge (head), . . . . .	-	-	23.00	1½ T.	2 T.	8¾	4¼	48	12
Cambridge (assistant), . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¼	48	12
Norwood, . . . . .	-	-	20.00	1½ T.	2 T.	8¾	4¼	48	12
<i>Gluing-off Machine Operators.</i>									
Boston, . . . . .	-	-	21.00	1½ T.	2 T.	8¾	4¼	48	12
<i>Gold Layers (Women).</i>									
Boston, . . . . .	3.21	-	10.08	1½ T.	2 T.	8¾	4¼	48	12
Cambridge, . . . . .	3.21	-	10.08	1½ T.	2 T.	8¾	4¼	48	12
Cambridge, . . . . .	-	-	<sup>1</sup> 11.00	1½ T.	2 T.	8¾	4¼	48	12
Norwood, . . . . .	3.21	-	10.08	1½ T.	2 T.	8¾	4¼	48	12
<i>Gold Leaf Laying Machine Operators (Women).</i>									
Boston, . . . . .	3.21	-	10.08	1½ T.	2 T.	8¾	4¼	48	12
Cambridge, . . . . .	3.21	-	10.08	1½ T.	2 T.	8¾	4¼	48	12
Norwood, . . . . .	3.21	-	10.08	1½ T.	2 T.	8¾	4¼	48	12

<sup>1</sup> Minimum rate established by one concern.

<sup>2</sup> On October 1, 1917, rate was increased to 23 cents an hour.

<sup>3</sup> On October 1, 1917, rate was increased to 24 cents an hour.

TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Bookbinders — Con.</b>									
<i>Leather Back Gluers.</i>									
Cambridge (women), . . .	-	-	\$12.00	1½ T.	2 T.	8¾	4¾	48	12
<i>Pagers and Numberers (Women).</i>									
Boston, . . . . .	\$0.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12
Cambridge, . . . . .	2.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12
Norwood, . . . . .	2.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12
<i>Pasting Machine Operators, End Blank (Women).</i>									
Boston, . . . . .	3.21	-	10.08	1½ T.	2 T.	8¾	4¾	48	12
Cambridge, . . . . .	3.21	-	10.08	1½ T.	2 T.	8¾	4¾	48	12
Norwood, . . . . .	3.21	-	10.08	1½ T.	2 T.	8¾	4¾	48	12
<i>Pressmen.<sup>4</sup></i>									
Norwood, . . . . .	-	-	16.00	1½ T.	2 T.	8¾	4¾	48	12
<i>Rounders and Backers.<sup>5</sup></i>									
Boston, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12
Norwood, . . . . .	-	-	20.00	1½ T.	2 T.	8¾	4¾	48	12
<i>Sewers, Hand (Women).</i>									
Boston, . . . . .	2.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12
Cambridge, . . . . .	2.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12
Norwood, . . . . .	2.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12
<i>Sheet Stock Cutters.</i>									
Boston, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12
Cambridge, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12
<i>Sheet Stock Handlers.</i>									
Cambridge, . . . . .	-	-	20.00	1½ T.	2 T.	8¾	4¾	48	12
Norwood, . . . . .	-	-	20.00	1½ T.	2 T.	8¾	4¾	48	12
Norwood (assistant), . . .	-	-	16.00	1½ T.	2 T.	8¾	4¾	48	12
<i>Smashers and Sawyers.</i>									
Cambridge (smashers), . . .	-	-	20.00	1½ T.	2 T.	8¾	4¾	48	12
Norwood (smashers), . . .	-	-	18.00	1½ T.	2 T.	8¾	4¾	48	12
<i>Stampers and Inkers.</i>									
Boston, . . . . .	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12
Cambridge, . . . . .	-	-	23.00	1½ T.	2 T.	8¾	4¾	48	12
Norwood, . . . . .	-	-	21.00	1½ T.	2 T.	8¾	4¾	48	12
<i>Stock Cutters.</i>									
Norwood, . . . . .	-	-	19.00	1½ T.	2 T.	8¾	4¾	48	12
<i>Tape Sewing Machine Operators.</i>									
Cambridge, . . . . .	-	-	23.00	1½ T.	2 T.	8¾	4¾	48	12
<i>Tape Sewing Machine Operators (Women).</i>									
Boston, . . . . .	2.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12
Cambridge, . . . . .	2.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12
Norwood, . . . . .	2.19	-	9.12	1½ T.	2 T.	8¾	4¾	48	12

<sup>1</sup> Minimum rate established by one concern.<sup>2</sup> On October 1, 1917, rate was increased to 23 cents an hour.<sup>3</sup> On October 1, 1917, rate was increased to 24 cents an hour.<sup>4</sup> Casers-in on presses and pressers are same as pressmen.<sup>5</sup> Hand work; same work on machine is done by backing machine operators.

TABLE 7. PRINTING AND ALLIED TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Bookbinders — Con.</b>									
<i>Trimmer Operators.</i>									
Cambridge (continuous),	-	-	\$24.00	1½ T.	2 T.	8½	4½	48	12
Cambridge (assistant, continuous),	-	-	20.00	1½ T.	2 T.	8½	4½	48	12
Norwood (continuous),	-	-	20.00	1½ T.	2 T.	8¾	4¼	48	12
<b>Compositors.</b>									
<i>Admen.<sup>1</sup></i>									
Brockton (newspaper), <sup>2</sup>	-	-	24.00	3 -	2 T.	8	8	48	-
Fitchburg (newspaper, day), <sup>4</sup>	-	-	20.00	1½ T.	1½ T.	8	8	48	-
Fitchburg (newspaper, night), <sup>4</sup>	-	-	21.00	1½ T.	1½ T.	8	8	48	-
Haverhill (newspaper, day), <sup>5</sup>	-	-	18.00	1½ T.	2 T.	8	8	48	6 -
Haverhill (newspaper, night), <sup>5</sup>	-	-	21.00	1½ T.	2 T.	8	8	48	6 -
Leominster (newspaper, day), <sup>4</sup>	-	-	20.00	1½ T.	1½ T.	8	8	48	-
Leominster (newspaper, night), <sup>4</sup>	-	-	21.00	1½ T.	1½ T.	8	8	48	-
Lynn (newspaper, day), <sup>2</sup>	-	-	23.00	1½ T.	2 T.	7	6	41	-
Lynn (newspaper, night), <sup>2</sup>	-	-	26.00	1½ T.	2 T.	7	6	41	-
Newburyport (newspaper), <sup>4</sup>	-	-	16.00	1½ T.	2 T.	8	8	48	-
Springfield (newspaper, day), <sup>3</sup>	-	-	21.50	9 -	9 -	8	8	48	-
Springfield (newspaper, night), <sup>3</sup>	-	-	25.00	9 -	9 -	8	8	48	-
Worcester (newspaper, day), <sup>10</sup>	-	-	23.00	1½ T.	12 -	8	8	48	-
Worcester (newspaper, night), <sup>10</sup>	-	-	26.00	1½ T.	12 -	8	8	48	-
<i>Apprentices.</i>									
Boston (newspaper):									
Third year, day,	-	-	15.00	-	-	7	7	42	-
Third year, night,	-	-	16.00	-	-	7	7	42	-
Fourth year, day,	-	-	18.00	-	-	7	7	42	-
Fourth year, night,	-	-	19.00	-	-	7	7	42	-
Fifth year, day,	-	-	21.00	-	-	7	7	42	-
Fifth year, night,	-	-	22.00	-	-	7	7	42	-
Boston (book and job):									
Third year (first six months),	-	-	10.00	-	-	8	8	48	13 -
Third year (second six months),	-	-	11.00	-	-	8	8	48	13 -
Fourth year (first six months),	-	-	12.00	-	-	8	8	48	13 -
Fourth year (second six months),	-	-	14.00	-	-	8	8	48	13 -
Fifth year (first six months),	-	-	16.00	-	-	8	8	48	13 -
Fifth year (second six months),	-	-	18.00	-	-	8	8	48	13 -

<sup>1</sup> See also notes under Newspaper Compositors on page 64.

<sup>2</sup> Bankmen, make-ups, linotype machine operators, and proof-readers receive same rate of wages and work same hours.

<sup>3</sup> Before midnight time and one-half; after midnight double time.

<sup>4</sup> All newspaper floormen receive same rate of wages and work same hours.

<sup>5</sup> Bankmen, monotype operators, and copy cutters receive same rate of wages and work same hours.

<sup>6</sup> In some cases do not work on Monday; make up time on the other 5 days.

<sup>7</sup> On July 24, 1917, rate was increased \$1 a week.

<sup>8</sup> Floormen, casters, monotype operators, proof-readers, and make-ups receive same rate of wages and work same hours.

<sup>9</sup> Regular rate plus 10 cents an hour.

<sup>10</sup> Bankmen, foremen, machinists, copy cutters, make-ups, linotype machine operators, and proof-readers receive same rate of wages and work same hours.

<sup>11</sup> On September 1, 1917, rate was increased 50 cents a week.

<sup>12</sup> Time and one-third, except double time on Sundays.

<sup>13</sup> In some cases have Saturday half-holiday and work not more than 8¼ hours on first 5 days of week.

TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sun-days and Holi-days	Mon-day to Fri-day	Sat-urday			
Compositors — Con.										
Apprentices — Con.										
Brockton (newspaper, fourth year), . . . . .	-	-	\$16.00	-	-	8	8	48	-	
Brockton (book and job, fourth year), . . . . .	-	-	12.66	-	-	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12	
Fall River (newspaper, day):										
Third year, . . . . .	-	-	9.00	1-	2 T.	8	8	48	2-	
Fourth year, . . . . .	-	-	12.00	1-	2 T.	8	8	48	2-	
Fifth year, . . . . .	-	-	15.00	1-	2 T.	8	8	48	2-	
Fitchburg:										
Third year (first six months), . . . . .	-	-	9.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-	
Third year (second six months), . . . . .	-	-	11.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-	
Fourth year (first six months), . . . . .	-	-	13.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-	
Fourth year (second six months), . . . . .	-	-	15.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-	
Fifth year, . . . . .	-	-	17.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-	
Haverhill (book and job):										
First year, . . . . .	-	-	6.00	1 $\frac{1}{2}$ T.	2 T.	8	8	48	3-	
Second year, . . . . .	-	-	9.00	1 $\frac{1}{2}$ T.	2 T.	8	8	48	3-	
Third year, . . . . .	-	-	11.00	1 $\frac{1}{2}$ T.	2 T.	8	8	48	3-	
Fourth year, . . . . .	-	-	13.00	1 $\frac{1}{2}$ T.	2 T.	8	8	48	3-	
Holyoke (newspaper, third year), . . . . .	-	-	12.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-	
Holyoke (newspaper, fourth and fifth years), . . . . .	-	-	15.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-	
Leominster:										
Third year (first six months), . . . . .	-	-	9.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-	
Third year (second six months), . . . . .	-	-	11.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-	
Fourth year (first six months), . . . . .	-	-	13.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-	
Fourth year (second six months), . . . . .	-	-	15.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-	
Fifth year, . . . . .	-	-	17.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-	
Lowell (third year):										
Book and job, . . . . .	-	-	7.00	4-	2 T.	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12	
Newspaper, day, . . . . .	-	-	7.00	1 $\frac{1}{2}$ T.	2 T.	8	8	48	-	
Newspaper, night, . . . . .	-	-	8.00	1 $\frac{1}{2}$ T.	2 T.	8	8	48	-	
Lowell (fourth year):										
Book and job, . . . . .	-	-	12.00	4-	2 T.	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12	
Newspaper, day, . . . . .	-	-	12.00	1 $\frac{1}{2}$ T.	2 T.	8	8	48	-	
Newspaper, night, . . . . .	-	-	14.00	1 $\frac{1}{2}$ T.	2 T.	8	8	48	-	
Lynn (newspaper):										
First year, . . . . .	-	-	6 6.00	1 $\frac{1}{2}$ T.	2 T.	7	6	41	-	
Second year, . . . . .	-	-	5 7.00	1 $\frac{1}{2}$ T.	2 T.	7	6	41	-	
Third year, . . . . .	-	-	6 9.00	1 $\frac{1}{2}$ T.	2 T.	7	6	41	-	
Fourth year, . . . . .	-	-	6 12.00	1 $\frac{1}{2}$ T.	2 T.	7	6	41	-	
Fifth year, . . . . .	-	-	5 15.00	1 $\frac{1}{2}$ T.	2 T.	7	6	41	-	
Springfield (third year):										
Book and job, . . . . .	-	-	8.00	-	-	8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12	
Newspaper, day, . . . . .	-	-	8.00	-	-	8	8	48	-	
Newspaper, night, . . . . .	-	-	9.00	-	-	8	8	48	-	
Springfield (fourth year):										
Book and job, . . . . .	-	-	11.00	-	-	8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12	
Newspaper, day, . . . . .	-	-	11.00	-	-	8	8	48	-	
Newspaper, night, . . . . .	-	-	12.00	-	-	8	8	48	-	

1 Time and one-half for first 6 hours; double time thereafter.

2 In some cases have Saturday half-holiday; make up time on the other 5 days.

3 In some cases do not work on Monday; make up time on the other 5 days.

4 Before midnight time and one-half; after midnight double time.

5 On July 24, 1917, rate was increased \$1 a week.



TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
Compositors — Con.										
Apprentices — Con.										
Springfield (fifth year):										
Book and job, . . . . .	-	-	\$15.00	-	-	8¾	4¼	48	12	
Newspaper, day, . . . . .	-	-	15.00	-	-	8	8	48	-	
Newspaper, night, . . . . .	-	-	16.00	-	-	8	8	48	-	
Taunton (book and job):										
First year, . . . . .	-	-	4.00	1½ T.	2 T.	8	8	48	14	
Second year, . . . . .	-	-	6.00	1½ T.	2 T.	8	8	48	14	
Third year, . . . . .	-	-	8.00	1½ T.	2 T.	8	8	48	14	
Fourth year, . . . . .	-	-	10.00	1½ T.	2 T.	8	8	48	14	
Fifth year, . . . . .	-	-	12.00	1½ T.	2 T.	8	8	48	14	
Taunton (newspaper):										
First year, . . . . .	-	-	4.00	1½ T.	2 T.	8	6	46	2 12	
Second year, . . . . .	-	-	6.00	1½ T.	2 T.	8	6	46	2 12	
Third year, . . . . .	-	-	8.00	1½ T.	2 T.	8	6	46	2 12	
Fourth year, . . . . .	-	-	12.00	1½ T.	2 T.	8	6	46	2 12	
Fifth year, . . . . .	-	-	15.00	1½ T.	2 T.	8	6	46	2 12	
Worcester (newspaper, day or night):										
After two years, . . . . .	-	-	9.00	1½ T.	3 -	8	8	48	-	
After two years, six months, . . . . .	-	-	12.00	1½ T.	3 -	8	8	48	-	
After three years, . . . . .	-	-	15.00	1½ T.	3 -	8	8	48	-	
After three years, six months, . . . . .	-	-	18.00	1½ T.	3 -	8	8	48	-	
After four years, . . . . .	-	-	19.50	1½ T.	3 -	8	8	48	-	
After four years, six months, . . . . .	-	-	21.00	1½ T.	3 -	8	8	48	-	
Machine operators, first three months, . . . . .	-	-	15.00	1½ T.	3 -	8	8	48	-	
Machine operators, second three months, . . . . .	-	-	18.00	1½ T.	3 -	8	8	48	-	
Bankmen. <sup>4</sup>										
Book and Job Compositors.										
Boston (day), <sup>5</sup> . . . . .	-	-	22.00	6 -	2 T.	8	8	48	7 -	
Boston (night), <sup>5</sup> . . . . .	-	-	26.50	8 -	8 -	-	-	42	-	
Brockton (day), <sup>5</sup> . . . . .	-	-	19.00	6 -	2 T.	8½	4½	48	12	
Fall River (day), . . . . .	-	-	18.00	9 -	2 T.	8	8	48	7 -	
Fitchburg (day), . . . . .	-	-	19.00	1½ T.	1½ T.	8	8	48	-	
Framingham (day), . . . . .	-	-	19.35	1½ T.	2 T.	8¾	4¼	48	12	
Greenfield (day), . . . . .	-	-	14.00	1½ T.	2 T.	10 8	8	48	-	
Haverhill (day), <sup>5</sup> . . . . .	-	-	18.00	1½ T.	2 T.	10 8	8	48	10 -	
Holyoke, <sup>5</sup> . . . . .	-	-	19.00	1½ T.	2 T.	8½	3¾	48	12	
Hudson, . . . . .	\$0.35	-	-	1½ T.	1½ T.	8	4	44	12	
Lawrence (day), <sup>11</sup> . . . . .	-	-	19.00	1½ T.	2 T.	8	8	48	-	
Leominster (day), . . . . .	-	-	19.00	1½ T.	1½ T.	8	8	48	-	
Lowell (day), <sup>11</sup> . . . . .	-	-	20.00	6 -	2 T.	8½	4½	48	12	
Lynn (day), . . . . .	-	-	21.00	1½ T.	2 T.	8	8	48	-	
Marlborough (day), . . . . .	.35	-	-	1½ T.	1½ T.	8	4	44	12	

1 During 4 months work 8¾ hours on 5 days and 4¼ hours on Saturday.

2 Work short day (6 hours) on Saturday.

3 Time and one-third, except double time on Sundays.

4 See notes under Admen on page 59 and under Newspaper Compositors on page 64.

5 Same rates of wages and same hours apply to all journeymen employed in composing room except linotype machine operators and machine tenders.

6 Before midnight time and one-half; after midnight double time.

7 In some cases have Saturday half-holiday and work not more than 8¾ hours on first 5 days of week.

8 Time and one-half for first 5 hours; double time thereafter.

9 Time and one-half for first 6 hours; double time thereafter.

10 In some cases do not work on Monday; make up time on the other 5 days.

11 Same rates of wages and same hours apply to all journeymen employed in composing room.

TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
Compositors — Con.										
Book and Job Compositors — Con.										
New Bedford, <sup>1</sup>	-	-	\$19.00	1½ T.	2 T.	{ 8 8½	8 5½	48 48	} 2 -	
Newburyport,	-	-	16.00	1½ T.	2 T.	8½	4½	48		
North Adams (day), <sup>3</sup>	-	-	17.00	1½ T.	2 T.	8	8	48	4 3	
Northampton, <sup>1</sup>	-	-	15.00	1½ T.	2 T.	8½	5½	48	12	
Pittsfield (day), <sup>1</sup>	-	-	17.00	1½ T.	2 T.	8	5½	45½	12	
Springfield (day), <sup>5</sup>	-	-	20.00	6 -	2 T.	8¾	4¼	48	12	
Taunton (day),	-	-	15.00	1½ T.	2 T.	8	8	48	7 4	
Waltham,	-	-	20.00	1½ T.	2 T.	8½	4½	48	12	
Worcester (day), <sup>5</sup>	-	-	16.50	1½ T.	{ 1½ T. 2 T.	8	8	48	-	
Worcester (foreign languages),	-	-	{ 17.50 21.00	{ 1½ T.	2 T.	8	8	48	-	
Copy Cutters. <sup>9</sup>										
Foremen.										
Boston (newspaper, day),	\$0.68	-	-	\$0.87	<sup>10</sup> \$0.87	7	7	42	-	
Brockton (book and job),	-	-	21.00	6 -	2 T.	8½	4½	48	12	
Fall River (book and job, day),	-	-	20.00	11 -	2 T.	8	8	48	12 -	
Fall River (newspaper, day),	-	-	25.00	11 -	2 T.	8	8	48	13 -	
Fitchburg (day),	-	-	23.00	1½ T.	1½ T.	8	8	48	-	
Fitchburg (night),	-	-	24.00	1½ T.	1½ T.	8	8	48	-	
Leominster (day),	-	-	23.00	1½ T.	1½ T.	8	8	48	-	
Leominster (night),	-	-	24.00	1½ T.	1½ T.	8	8	48	-	
Lynn (newspaper, day),	-	-	<sup>14</sup> 25.00	1½ T.	2 T.	7	6	41	-	
Lynn (newspaper, assistant),	-	-	<sup>15</sup> 23.00	1½ T.	2 T.	7	6	41	-	
New Bedford (book and job, day),	}	-	21.00	1½ T.	2 T.	{ 8½ 8	5½ 8	48 48	} 2 -	
North Adams (book and job),		-	20.00	1½ T.	2 T.	8	8	48		
North Adams (newspaper),	-	-	22.00	1½ T.	2 T.	8	8	48	4 3	
Taunton (newspaper, day),	-	-	22.00	1½ T.	2 T.	<sup>16</sup> 8	6	<sup>16</sup> 46	<sup>17</sup> 12	
Machine Operators, Linotype. <sup>9</sup>										
Boston (book and job):										
Operators, day,	-	-	24.00	6 -	2 T.	8	8	48	12 -	
Operators, night,	-	-	26.50	18 -	18 -	-	-	42	-	
Apprentices (first ten weeks),	-	-	15.00	-	-	8	8	48	12 -	
Apprentices (next five weeks),	-	-	18.00	-	-	8	8	48	12 -	

<sup>1</sup> Same rates of wages and same hours apply to all journeymen employed in composing room.

<sup>2</sup> In some cases have Saturday half-holiday during entire year; in others, during 3 months, when 8½ hours is worked on first 5 days of week.

<sup>3</sup> Monotype machine operators (day) and stone men receive same rate of wages and work same hours.

<sup>4</sup> During 3 months work 8½ hours on 5 days and 5½ hours on Saturday.

<sup>5</sup> Stone men and proof-readers receive same rate of wages and work same hours.

<sup>6</sup> Before midnight time and one-half; after midnight double time.

<sup>7</sup> During 4 months work 8¾ hours on 5 days and 4¼ hours on Saturday.

<sup>8</sup> Smaller rate is paid in job shops and weekly foreign language papers; larger rate in job shops and daily foreign language papers.

<sup>9</sup> See notes under Admen on page 59; Book Compositors on page 61; and Newspaper Compositors on page 64.

<sup>10</sup> Double time for Sunday, when preceded or followed by a night's work.

<sup>11</sup> Time and one-half for first 6 hours; double time thereafter.

<sup>12</sup> In some cases have Saturday half-holiday and work not more than 8¾ hours on first 5 days of week.

<sup>13</sup> In some cases have Saturday half-holiday; make up time on the other 5 days.

<sup>14</sup> On July 24, 1917, rate was increased to \$30 a week.

<sup>15</sup> On July 24, 1917, rate was increased to \$25 a week.

<sup>16</sup> Night work, 7 hours.

<sup>17</sup> Work short day (6 hours) on Saturday.

<sup>18</sup> Time and one-half for first 5 hours; double time thereafter.

TABLE 7. PRINTING AND ALLIED TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
Compositors — Con.										
Machine Operators, Linotype — Con.										
Fall River (day), . . . .	-	-	\$22.00	1 -	2 T.	8	8	48	2 -	
Fall River (night), . . . .	-	-	25.00	1 -	2 T.	7	7	42	-	
Fitchburg (day), <sup>3</sup> . . . .	-	-	21.00	1½ T.	1½ T.	8	8	48	-	
Fitchburg (night), <sup>3</sup> . . . .	-	-	22.00	1½ T.	1½ T.	8	8	48	-	
Haverhill (newspaper, day), <sup>3</sup>	-	-	20.00	1½ T.	2 T.	4 8	8	48	4 -	
Haverhill (newspaper, night), <sup>3</sup>	-	-	23.00	1½ T.	2 T.	4 8	8	48	4 -	
Holyoke (book and job), <sup>5</sup> . .	-	-	22.00	1½ T.	2 T.	8½	3½	48	12	
Holyoke (newspaper, day), <sup>5</sup> .	-	-	22.00	1½ T.	2 T.	8	8	48	-	
Holyoke (newspaper, night), <sup>5</sup>	-	-	26.00	1½ T.	2 T.	-	-	45	-	
Leominster (newspaper, day), <sup>3</sup>	-	-	21.00	1½ T.	1½ T.	8	8	48	-	
Leominster (newspaper, night), <sup>3</sup>	-	-	22.00	1½ T.	1½ T.	8	8	48	-	
Lynn (book and job), . . . .	-	-	24.00	1½ T.	2 T.	8	8	48	-	
Lynn (newspaper, day), <sup>6</sup> . . .	-	-	7 23.00	1½ T.	2 T.	7	6	41	-	
Lynn (newspaper, night), <sup>6</sup> . .	-	-	7 26.00	1½ T.	2 T.	7	6	41	-	
North Adams (day), . . . .	-	-	19.00	1½ T.	2 T.	8	8	48	-	
Pittsfield, <sup>6</sup> . . . . .	-	-	17.00	1½ T.	2 T.	8 -	6½	48	9 12	
Springfield:										
Book and job, day, . . . .	-	-	21.50	10 -	2 T.	8¾	4¼	48	12	
Newspaper, day, . . . .	-	-	21.50	1½ T.	1½ T.	-	-	45	-	
Newspaper, night, . . . .	-	-	25.00	1½ T.	1½ T.	-	-	45	-	
Apprentices, newspaper, first sixteen weeks, <sup>11</sup>										
Taunton (newspaper, day), <sup>6</sup> .	-	-	21.00	1½ T.	2 T.	12 8	6	12 46	12 12	
Worcester (foreign languages),	-	-	21.00	1½ T.	2 T.	8	8	48	-	
Machine Operators, Monotype. <sup>14</sup>										
Machinists. <sup>15</sup>										
Boston (linotype, book and job, day), . . . .	-	-	24.00	10 -	2 T.	8	8	48	2 -	
Brockton (newspaper), . . . .	-	-	25.00	10 -	2 T.	8	8	48	-	
Fitchburg (day), . . . .	-	-	23.00	1½ T.	1½ T.	8	8	48	-	
Fitchburg (night), . . . .	-	-	24.00	1½ T.	1½ T.	8	8	48	-	
Holyoke (book and job), . . . .	-	-	23.00	1½ T.	2 T.	8¾	3½	48	12	
Holyoke (newspaper, day), . .	-	-	23.00	1½ T.	2 T.	8	8	48	-	
Holyoke (newspaper, night), . .	-	-	27.00	1½ T.	2 T.	-	-	45	-	
Leominster (day), . . . .	-	-	23.00	1½ T.	1½ T.	8	8	48	-	
Leominster (night), . . . .	-	-	24.00	1½ T.	1½ T.	8	8	48	-	
Lynn (newspaper, day), . . . .	-	-	7 23.50	1½ T.	2 T.	7	6	41	-	
Lynn (newspaper assistant), . .	-	-	7 19.00	1½ T.	2 T.	7	6	41	-	
Springfield (book and job, day), . . . . .	-	-	25.00	10 -	2 T.	8¾	4¼	48	12	

<sup>1</sup> Time and one-half for first 6 hours; double time thereafter.

<sup>2</sup> In some cases have Saturday half-holiday and work not more than 8¾ hours on first 5 days of week.

<sup>3</sup> Machinists receive same rate of wages and work same hours.

<sup>4</sup> In some cases do not work on Monday; make up time on the other 5 days.

<sup>5</sup> Machinists and monotype operators receive same rate of wages and work same hours.

<sup>6</sup> Monotype operators receive same rate of wages and work same hours.

<sup>7</sup> On July 24, 1917, rate was increased \$1 a week.

<sup>8</sup> Work 8 hours on 3 days, 8½ hours one day, and 9 hours one day.

<sup>9</sup> Work shorter day (6½ hours) on Saturday during entire year.

<sup>10</sup> Before midnight, time and one-half; after midnight, double time.

<sup>11</sup> Apprentices working on monotype machines receive same rate of wages, but work 48 hours a week.

<sup>12</sup> Night work, 7 hours.

<sup>13</sup> Work short day (6 hours) on Saturday.

<sup>14</sup> See notes under Admen on page 59; Book and Job Compositors on page 61; Linotype Operators on page 62; and Newspaper Compositors on page 64.

<sup>15</sup> See notes under Admen on page 59; Book Compositors on page 61; and Newspaper Compositors on page 64.

TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
Compositors — Con.									
Machinists — Con.									
Springfield (assistant, book and job, day),	-	-	\$22.00	1 -	2 T.	8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12
Springfield (newspaper, day),	-	-	25.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-
Springfield (assistant, newspaper, day),	-	-	22.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-
Springfield (newspaper, night),	-	-	27.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-
Springfield (assistant, newspaper, night),	-	-	25.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-
Taunton (newspaper, day),	-	-	23.00	1 $\frac{1}{2}$ T.	2 T.	2 8	6	2 46	3 12
Worcester (assistant, after two years),	-	-	19.50	1 $\frac{1}{2}$ T.	5 -	8	8	48	-
Make-ups or Stone Men. <sup>8</sup>									
Newspaper Compositors.									
Boston (day), <sup>7</sup>	\$0.68	-	-	\$0.87	8 \$0.87	7	7	42	-
Boston (night), <sup>7</sup>	.72	-	-	.92	8.92	7	7	42	-
Fall River (day), <sup>9</sup>	-	-	21.50	10 -	2 T.	8	8	48	11 -
Fall River (night), <sup>9</sup>	-	-	24.50	10 -	2 T.	7	7	42	-
Fitchburg (day), <sup>12</sup>	-	-	20.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-
Fitchburg (night), <sup>12</sup>	-	-	21.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-
Holyoke (day), <sup>13</sup>	-	-	20.50	1 $\frac{1}{2}$ T.	2 T.	8	8	48	-
Holyoke (night), <sup>13</sup>	-	-	24.00	1 $\frac{1}{2}$ T.	2 T.	-	-	45	-
Lawrence (day), <sup>14</sup>	-	-	20.00	1 $\frac{1}{2}$ T.	2 T.	8	8	48	-
Lawrence (night), <sup>14</sup>	-	-	20.50	1 $\frac{1}{2}$ T.	2 T.	8	8	48	-
Leominster (day), <sup>12</sup>	-	-	20.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-
Leominster (night), <sup>12</sup>	-	-	21.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-
Lowell (day), <sup>14</sup>	-	-	21.00	1 $\frac{1}{2}$ T.	2 T.	8	8	48	-
Lowell (night), <sup>14</sup>	-	-	24.00	1 $\frac{1}{2}$ T.	2 T.	8	8	48	-
New Bedford (day), <sup>15</sup>	-	-	22.00	1 $\frac{1}{2}$ T.	2 T.	8	8	48	-
New Bedford (night), <sup>15</sup>	-	-	24.00	1 $\frac{1}{2}$ T.	2 T.	8	8	48	-
North Adams (day), <sup>16</sup>	-	-	17.00	1 $\frac{1}{2}$ T.	2 T.	8	8	48	-
Northampton, <sup>14</sup>	-	-	16.50	1 $\frac{1}{2}$ T.	2 T.	8	8	48	-
Pittsfield (day), <sup>14</sup>	-	-	17.00	1 $\frac{1}{2}$ T.	2 T.	17 -	6 $\frac{1}{2}$	48	18 12
Taunton, <sup>19</sup>	-	-	18.00	1 $\frac{1}{2}$ T.	2 T.	2 8	6	2 46	3 12

<sup>1</sup> Before midnight, time and one-half; after midnight, double time.<sup>2</sup> Night work, 7 hours.<sup>3</sup> Work short day (6 hours) on Saturday.<sup>4</sup> On September 1, 1917, rate was increased 50 cents a week.<sup>5</sup> Time and one-third, except double time on Sundays.<sup>6</sup> See notes under Admen on page 59; Book Compositors on page 61; and Newspaper Compositors on page 64.<sup>7</sup> Admen, bankmen, copy cutters, foremen, machinists, make-ups, linotype and monotype machine operators, and proof-readers receive same rate of wages and work same hours.<sup>8</sup> Double time for Sunday, when preceded or followed by a night's work.<sup>9</sup> Admen, bankmen, and make-ups receive same rate of wages and work same hours.<sup>10</sup> Time and one-half for first 6 hours; double time thereafter.<sup>11</sup> In some cases have Saturday half-holiday; make up time on the other 5 days.<sup>12</sup> All newspaper floormen receive same rate of wages and work same hours.<sup>13</sup> Admen, proof-readers, and make-ups receive same rate of wages and work same hours.<sup>14</sup> Same rates of wages and same hours apply to all journeymen employed in composing room.<sup>15</sup> Admen, bankmen, linotype machine operators, and make-ups receive same rate of wages and work same hours.<sup>16</sup> Monotype machine operators and make-ups receive same rate of wages and work same hours.<sup>17</sup> Work 8 hours on 3 days, 8 $\frac{1}{2}$  hours one day, and 9 hours one day.<sup>18</sup> Work shorter day (6 $\frac{1}{2}$  hours) on Saturday during entire year.<sup>19</sup> Admen receive same rate of wages and work same hours.

TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Compositors — Con.</b>										
<i>Newspaper Compositors — Con.</i>										
Worcester (foreign languages, daily papers), . . . . .	-	-	\$21.00	1½ T.	2 T.	8	8	48	-	
Worcester (foreign languages, weekly papers), . . . . .	-	-	17.50	1½ T.	2 T.	8	8	48	-	
<i>Proof-readers.<sup>1</sup></i>										
<b>Electrotypers.</b>										
<i>Apprentices.</i>										
Springfield:										
First year, . . . . .	-	-	9.00	-	-	2 8¾	2 4	48	12	
Second year, . . . . .	-	-	10.50	-	-	2 8¾	2 4	48	12	
Third year, . . . . .	-	-	12.00	-	-	2 8¾	2 4	48	12	
Fourth year, . . . . .	-	-	13.50	-	-	2 8¾	2 4	48	12	
Fifth year, . . . . .	-	-	15.00	-	-	2 8¾	2 4	48	12	
<i>Backers-up.</i>										
Boston, . . . . .	-	-	{ 20.00 23.00 }	1½ T.	2 T.	8¾	4¼	48	12	
<i>Battery-men.</i>										
Boston, . . . . .	-	-	{ 20.00 23.00 }	1½ T.	2 T.	8¾	4¼	48	12	
Springfield, . . . . .	-	-	18.00	1½ T.	2 T.	2 8¾	2 4	48	12	
<i>Bench Hands.</i>										
Springfield, . . . . .	-	-	18.00	1½ T.	2 T.	2 8¾	2 4	48	12	
<i>Builders.</i>										
Boston, . . . . .	-	-	{ 20.00 23.00 }	1½ T.	2 T.	8¾	4¼	48	12	
Springfield, . . . . .	-	-	18.00	1½ T.	2 T.	2 8¾	2 4	48	12	
<i>Casters.</i>										
Springfield, . . . . .	-	-	18.00	1½ T.	2 T.	2 8¾	2 4	48	12	
<i>Finishers.</i>										
Boston, . . . . .	-	-	{ 24.00 26.00 }	1½ T.	2 T.	8¾	4¼	48	12	
Springfield, . . . . .	-	-	24.00	1½ T.	2 T.	2 8¾	2 4	48	12	
<i>Finishers' Helpers.</i>										
Boston, . . . . .	-	-	{ 20.00 24.00 }	1½ T.	2 T.	8¾	4¼	48	12	
<i>Foremen and Assistants.</i>										
Boston, . . . . .	-	-	32.00	1½ T.	2 T.	8¾	4¼	48	12	
Boston (assistant), . . . . .	-	-	28.00	1½ T.	2 T.	8¾	4¼	48	12	
<i>Molders.</i>										
Boston, . . . . .	-	-	{ 24.00 25.00 }	1½ T.	2 T.	8¾	4¼	48	12	
Springfield, . . . . .	-	-	24.00	1½ T.	2 T.	2 8¾	2 4	48	12	

<sup>1</sup> See notes under Admen on page 59; Book Compositors on page 61; and Newspaper Compositors on page 64.

<sup>2</sup> Hours established in all but one shop, with 9 hours on Friday. In one shop work 9½ hours on 4 days, 10 hours on Friday; no work on Saturday.

<sup>3</sup> Minimum rates in different establishments.

<sup>4</sup> Minimum rate in one establishment.

TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Lithographers.</b>									
<i>Pressmen.</i>									
Boston, . . . . .	-	-	\$22.00	1½ T.	2 T.	-	1 -	48	1 12
Springfield, . . . . .	-	-	20.00	1½ T.	2 T.	8¾	4¾	48	12
Springfield (large presses), . . . . .	-	-	27.00	1½ T.	2 T.	8¾	4¾	48	12
Springfield (other presses), . . . . .	-	-	20.00	1½ T.	2 T.	8¾	4¾	48	12
			23.00						
			25.00						
<i>Transfer Men.</i>									
Boston, . . . . .	-	-	22.00	1½ T.	2 T.	-	1 -	48	1 12
Springfield, . . . . .	-	-	20.00	1½ T.	2 T.	8¾	4¾	48	12
<b>Mailers.</b>									
Boston (day), . . . . .	-	\$3 33⅓	-	\$0.60	2 T.	8	8	3 54	-
Boston (night), . . . . .	-	3.33⅓	-	.60	2 T.	7	7	3 48	-
Boston (apprentices):									
First year, . . . . .	-	-	8.00	-	-	8	8	3 54	-
Second year, . . . . .	-	-	10.00	-	-	8	8	3 54	-
Third year, . . . . .	-	-	12.00	-	-	8	8	3 54	-
Fourth year, . . . . .	-	-	15.00	-	-	8	8	3 54	-
<b>News Writers.</b>									
Boston (writing labor news), . . . . .	-	-	21.00	-	-	-	-	-	-
<b>Photo-engravers.</b>									
Boston:									
Commercial (day), <sup>4</sup> . . . . .	-	-	21.00	1½ T.	2 T.	8¾	4	48	12
Newspaper (day), <sup>5</sup> . . . . .	-	-	29.00	1½ T.	Reg.	8	8	48	-
Newspaper (night), <sup>5</sup> . . . . .	-	-	32.00	1½ T.	Reg.	8	8	48	-
Newspaper, color film layers, . . . . .	-	-	37.50	1½ T.	Reg.	8	8	48	-
Springfield, <sup>6</sup> . . . . .	-	-	25.00	1½ T.	2 T.	9	4	48	12
Worcester (half tone and line men), . . . . .	-	-	21.00	1½ T.	1½ T.	8¾	4¼	48	12
<b>Press Feeders.</b>									
Boston:									
Assistants on one automatic feeding machine, . . . . .	-	-	\$ 16.00	-	2 T.	8¾	4¼	48	12
Assistants on two automatic feeding machines, . . . . .	-	-	\$ 17.00	-	2 T.	8¾	4¼	48	12
Assistants on rotary and magazine presses, . . . . .	-	-	\$ 17.00	-	2 T.	8¾	4¼	48	12
Cylinder press feeders, . . . . .	-	-	\$ 16.00	-	2 T.	8¾	4¼	48	12

<sup>1</sup> Between October first and June first have half-holiday by making up the time on the first 5 days of the week; in majority of establishments work 5 days a week, no work on Saturday, 48 hours a week, between June first and October first.

<sup>2</sup> Each rate is a minimum rate according to style of press used.

<sup>3</sup> Work 6 hours on Sunday.

<sup>4</sup> Same rate paid to photographers, etchers, Ben. Day workers, finishers, proofers, routers, blockers, negative turners, and metal printers.

<sup>5</sup> Same rate paid to photographers, negative turners, metal printers, etchers, engravers, routers, and blockers.

<sup>6</sup> Same rate paid to photographers, etchers, finishers, proofers, and routers.

<sup>7</sup> One day, 8 hours.

<sup>8</sup> In September, 1917, rate was increased \$2 a week, voluntarily by employers, although agreement establishing minimum shown above was to have remained in effect until June 1, 1918.

<sup>9</sup> Before midnight, time and one-half; after midnight, double time.

TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
Press Feeders — Con.										
Brockton:										
Cylinder feeders on two-roller presses, . . . . .	-	-	\$13.50	1 -	2 T.	8	8	48	2 -	
Cylinder feeders on four-roller presses, . . . . .	-	-	15.00	1 -	2 T.	8	8	48	2 -	
Lowell (see Boston). <sup>3</sup>										
Springfield (cylinder), . . . . .	-	-	12.00	1½ T.	4 -	8	8	48	-	
Worcester (cylinder), . . . . .	-	-	15.00	1 -	2 T.	8	8	48	5 -	
Worcester (platen), . . . . .	-	-	12.00	1 -	2 T.	8	8	48	5 -	
Printing Pressmen.										
Apprentices.										
Boston (web):										
First year, . . . . .	-	-	8.00	1½ T.	2 T.	7	7	42	-	
Second year, . . . . .	-	-	10.00	1½ T.	2 T.	7	7	42	-	
Third year, . . . . .	-	-	12.00	1½ T.	2 T.	7	7	42	-	
Fourth year, . . . . .	-	-	15.00	1½ T.	2 T.	7	7	42	-	
Fall River (web): <sup>4</sup>										
First year, . . . . .	-	-	6.00	-	-	8	8	48	-	
Second year, . . . . .	-	-	9.00	-	-	8	8	48	-	
Third year, . . . . .	-	-	12.00	-	-	8	8	48	-	
Fourth year, . . . . .	-	-	14.00	-	-	8	8	48	-	
After fourth year, . . . . .	-	-	16.00	-	-	8	8	48	-	
Lawrence (web):										
First year, . . . . .	-	-	7.00	1½ T.	2 T.	8	8	48	-	
Second year, . . . . .	-	-	9.00	1½ T.	2 T.	8	8	48	-	
Third year, . . . . .	-	-	10.00	1½ T.	2 T.	8	8	48	-	
Fourth year, . . . . .	-	-	11.00	1½ T.	2 T.	8	8	48	-	
Fifth year, . . . . .	-	-	15.00	1½ T.	2 T.	8	8	48	-	
Springfield (web, newspaper):										
First year, . . . . .	-	\$2.00	-	1½ T.	2 T.	8	8	48	-	
Second year, . . . . .	-	2.25	-	1½ T.	2 T.	8	8	48	-	
Third year, . . . . .	-	2.50	-	1½ T.	2 T.	8	8	48	-	
Fourth year, . . . . .	-	2.75	-	1½ T.	2 T.	8	8	48	-	
Worcester (cylinder):										
First year, . . . . .	-	-	16.00	1½ T.	2 T.	8	8	48	-	
Second year, . . . . .	-	-	17.50	1½ T.	2 T.	8	8	48	-	
Third year, . . . . .	-	-	19.00	1½ T.	2 T.	8	8	48	-	
Cylinder.										
Boston, . . . . .	-	-	23.00	7 -	2 T.	-	-	48	8 -	
Boston (rotary press), . . . . .	-	-	28.50	7 -	2 T.	-	-	48	8 -	
Brockton, . . . . .	-	-	21.00	1 -	2 T.	-	-	48	2 -	
Lawrence, . . . . .	-	-	18.00	1½ T.	2 T.	8	8	48	-	
Lowell (commercial work and one color), . . . . .	-	-	21.00	7 -	2 T.	8¾	4¼	48	12	
Norwood, . . . . .	-	-	23.00	7 -	2 T.	8¾	4¼	48	12	
Springfield (job shops), . . . . .	-	-	20.00	1½ T.	2 T.	8	8	48	-	
Worcester (one or two cylinder presses), . . . . .	-	-	21.00	1 -	2 T.	8	8	48	5 -	

<sup>1</sup> Before 10 P.M., time and one-half; after 10 P.M., double time.<sup>2</sup> In offices where Saturday half-holiday is granted, time is made up during first 5 days of week.<sup>3</sup> Rates same as in Boston.<sup>4</sup> On Sundays, time and one-half; on holidays, double time.<sup>5</sup> In some cases the Saturday half-holiday is in effect for periods varying from 3 to 12 months, when 8½ hours a day is worked on the first 4 days of the week, and 8¾ hours on Friday.<sup>6</sup> Same rates apply in Taunton.<sup>7</sup> Before midnight, time and one-half; after midnight, double time.<sup>8</sup> In some cases, half-holiday during entire year; in some cases, half-holiday during 3 months.

TABLE 7. PRINTING AND ALLIED TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
Printing Pressmen — Con.										
Job.										
Boston, . . . . .	-	-	\$18.00	1 -	2 T.	-	-	48	2 -	
Brockton, . . . . .	-	-	18.00	3 -	2 T.	-	-	48	4 -	
Lawrence, . . . . .	-	-	18.00	1½ T.	2 T.	8	8	48	-	
Lowell, . . . . .	-	-	17.00	1 -	2 T.	8¾	4¼	48	12	
Norwood, . . . . .	-	-	18.00	1 -	2 T.	8¾	4¼	48	12	
Springfield (job shops), . . . . .	-	-	18.00	1½ T.	2 T.	8	8	48	-	
Worcester (one or two platen presses), . . . . .	-	-	16.00	3 -	2 T.	8	8	48	5 -	
Worcester (three platen presses), . . . . .	-	-	17.00	3 -	2 T.	8	8	48	5 -	
Perfecting.										
Boston (cylinder), . . . . .	-	-	24.00	1 -	2 T.	-	-	48	2 -	
Boston (platen presses), . . . . .	-	-	18.00	1 -	2 T.	-	-	48	2 -	
Norwood, . . . . .	-	-	24.00	1 -	2 T.	8¾	4¼	48	12	
Web.										
Boston, . . . . .	-	\$4.44	26.64	1½ T.	2 T.	6 7 7	6 7 7	7 36 42 42	-	
Boston (brakemen), . . . . .	-	4.17	25.02	1½ T.	2 T.	6 7 7	6 7 7	7 36 42 42	-	
Boston (journeymen), . . . . .	-	3.69	22.14	1½ T.	2 T.	6 7 7	6 7 7	7 36 42 42	-	
Fall River (3-deck press, daily), <sup>8</sup> . . . . .	-	-	25.00	-	-	8	8	48	-	
Fall River (3-deck press, daily and Sunday), <sup>8</sup> . . . . .	-	-	30.00	-	-	8	8	54	-	
Fall River (2-deck press, daily), <sup>8</sup> . . . . .	-	-	22.50	-	-	8	8	48	-	
Lawrence, . . . . .	-	-	22.00	1½ T.	2 T.	8	8	48	-	
Lowell (day), . . . . .	-	-	21.00	1 -	2 T.	8¾	4¼	48	12	
Lowell (night), . . . . .	-	-	24.00	10 -	2 T.	8¾	4¼	48	12	
Springfield (magazine pressmen):										
Adjusters, . . . . .	-	-	22.50	1½ T.	2 T.	-	-	11 44 48	-	
Brakemen, . . . . .	-	-	17.50	1½ T.	2 T.	-	-	11 44 48	-	
Foremen, . . . . .	-	-	40.00	1½ T.	2 T.	-	-	11 44 48	-	
Pressmen (day), . . . . .	-	-	30.00	1½ T.	2 T.	-	-	48	-	
Pressmen (night), . . . . .	-	-	32.50	1½ T.	2 T.	-	-	44	-	
Tension men, . . . . .	-	-	16.50	1½ T.	2 T.	-	-	11 44 48	-	
Utility men, . . . . .	-	-	19.50	1½ T.	2 T.	-	-	11 44 48	-	

<sup>1</sup> Before midnight, time and one-half; after midnight, double time.

<sup>2</sup> In some cases, half-holiday during entire year; in some cases, half-holiday during 3 months.

<sup>3</sup> Before 10 P.M., time and one-half; after 10 P.M., double time.

<sup>4</sup> In offices where Saturday half-holiday is granted, time is made up during first 5 days of week.

<sup>5</sup> In some cases the Saturday half-holiday is in effect for periods varying from 3 to 12 months, when 8½ hours is worked on the first 4 days of the week, and 8¾ hours on Friday.

<sup>6</sup> Each rate is a minimum rate according to style of press used.

<sup>7</sup> Day work, 42 hours a week; night work, 36 hours.

<sup>8</sup> Same rates apply in Taunton.

<sup>9</sup> Work 6 hours on Sunday.

<sup>10</sup> Before noon, time and one-half; after noon, double time.

<sup>11</sup> Night men work 8¾ hours on 4 days and 9 hours on 1 day; day men work 9½ hours on 4 days and 10 hours on 1 day; all men working on magazines work 5 days a week.



TABLE 7. PRINTING AND ALLIED TRADES—CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sun-days and Holi-days	Mon-day to Fri-day	Sat-urday			
<b>Printing Pressmen — Con.</b>										
Web — Con.										
Springfield (newspaper):										
First pressmen, . . . . .	-	\$4.17	-	1½ T.	2 T.	8 7	8 7	1 48 49	}	-
Other pressmen, . . . . .	-	3.25	-	1½ T.	2 T.	8 7	8 7	1 48 49		-
Worcester (men in charge), . .	-	4.50	\$27.00	1½ T.	2 -	8 7	8 7	3 48 42	}	-
Worcester (other pressmen), .	-	3.50	21.00	1½ T.	2 -	8 7	8 7	3 48 42		-
<b>Stereotypers.</b>										
Apprentices.										
Boston:										
First year, . . . . .	-	2.16 <sup>2</sup> / <sub>3</sub>	-	\$0.52	\$1.04	6 7	6 7	4 36 42	}	-
Second year, . . . . .	-	2.41 <sup>2</sup> / <sub>3</sub>	-	.52	1.04	6 7	6 7	4 36 42		-
Third year, . . . . .	-	2.66 <sup>2</sup> / <sub>3</sub>	-	.52	1.04	6 7	6 7	4 36 42	}	-
Fourth year, . . . . .	-	3.16 <sup>2</sup> / <sub>3</sub>	-	.52	1.04	6 7	6 7	4 36 42		-
Fifth year, . . . . .	-	3.66 <sup>2</sup> / <sub>3</sub>	-	.52	1.04	6 7	6 7	4 36 42	}	-
Lawrence:										
First year, . . . . .	-	1.00	-	Reg.	Reg.	8	8	48	-	-
Second year, . . . . .	-	1.50	-	Reg.	Reg.	8	8	48	-	-
Third year, . . . . .	-	2.00	-	Reg.	Reg.	8	8	48	-	-
Fourth year, . . . . .	-	2.50	-	Reg.	Reg.	8	8	48	-	-
Fifth year, . . . . .	-	2.75	-	Reg.	Reg.	8	8	48	-	-
<i>Stereotypers.</i>										
Boston, . . . . .	-	4.50	-	5.85	2 T.	6 7	6 7	4 36 42	}	-
Boston (assistant foremen), .	-	5.50	-	-	2 T.	6 7	6 7	4 36 42		-
Fall River, . . . . .	-	-	21.00	-	-	8	4½	44½	12	-
Lawrence, . . . . .	-	-	19.00	1½ T.	2 T.	8	8	48	-	-
New Bedford, . . . . .	-	-	23.00	-	-	8	6 8	56	6	-
Springfield (day), . . . . .	-	3.50	-	1½ T.	1½ T.	8	8	48	-	-
Springfield (night), . . . . .	-	3.75	-	1½ T.	1½ T.	7	8	7 50	-	-
Taunton, . . . . .	-	-	18.00	-	-	8	8 8	48	8	-
Worcester, . . . . .	-	3.75	-	1½ T.	2 T.	8	8	48	-	-

<sup>1</sup> Day work, 48 hours a week; night work, 49 hours.

<sup>2</sup> Time and one-half except on holidays, when day journeymen are paid double time and all other employees are paid regular rate.

<sup>3</sup> Day work, 48 hours a week; night work, 42 hours.

<sup>4</sup> Day work, 42 hours a week; night work, 36 hours.

<sup>5</sup> Except overtime on Saturday for Sunday papers, when hourly rate is 76 cents.

<sup>6</sup> In offices where Saturday half-holiday is granted, time is made up during first 5 days of week; employees work 7 days a week.

<sup>7</sup> Employees work 7 hours on Sunday.

<sup>8</sup> In offices where Saturday half-holiday is granted, time is made up during first 5 days of week.

TABLE 8. STONE WORKING AND QUARRYING.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Stone, Marble, and Quarry Workers.</b>									
<i>Granite Cutters.</i>									
Boston, <sup>2</sup>	\$0.50	\$4.00	\$22.00	1½ T.	2 T.	8	4	44	12
Boston (surfacing machine cutters),	—	4.25	—	1½ T.	2 T.	8	4	44	12
Chelmsford, <sup>2</sup>	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Chelmsford (surfacing machine cutters),	.53½	4.28	23.54	1½ T.	2 T.	8	4	44	12
Chester, <sup>2</sup>	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Fall River, <sup>3</sup>	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Fall River (surfacing machine cutters),	.53½	4.25	—	1½ T.	2 T.	8	4	44	12
Fitchburg, <sup>2</sup>	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Fitchburg (surfacing machine cutters),	.56¼	—	24.75	1½ T.	2 T.	8	4	44	12
Gloucester, <sup>3</sup>	.50	—	—	1½ T.	2 T.	8	4	44	12
Gloucester (surfacing machine cutters),	.53	—	—	1½ T.	2 T.	8	4	44	12
Holyoke, <sup>4</sup>	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Holyoke (surfacing machine cutters),	.56¼	4.50	24.75	2 T.	2 T.	8	4	44	12
Ipswich,	—	4.00	—	1½ T.	2 T.	8	4	44	12
Lawrence, <sup>3</sup>	.50	—	—	1½ T.	1½ T.	8	4	44	12
Lowell, <sup>5</sup>	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Lynn, <sup>5</sup>	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Marlborough,	.50	4.00	—	1½ T.	2 T.	8	4	44	12
Milford, <sup>3</sup>	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Milford (surfacing machine cutters),	.53	4.24	23.32	1½ T.	2 T.	8	4	44	12
Monson, <sup>2</sup>	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Monson (surfacing machine cutters),	.53	—	—	1½ T.	2 T.	8	4	44	12
New Bedford, <sup>2</sup>	.50	—	—	1½ T.	2 T.	8	4	44	12
New Bedford (surfacing machine cutters),	.55	—	—	1½ T.	2 T.	8	4	44	12
Quincy, <sup>6</sup>	.50	4.00	22.00	1½ T.	—	8	4	44	12
Quincy (apprentices),	—	7 1.00	—	1½ T.	—	8	4	44	12
Rockport, <sup>3</sup>	.50	—	—	1½ T.	2 T.	8	4	44	12
Rockport (surfacing machine cutters),	.53	—	—	1½ T.	2 T.	8	4	44	12
Townsend, <sup>6</sup>	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Worcester, <sup>8</sup>	.50	4.00	22.00	—	2 T.	8	4	44	12
Worcester (surfacing machine cutters),	.53	—	—	—	2 T.	8	4	44	12
<i>Granite Polishers.</i>									
Quincy, <sup>10</sup>	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12

<sup>1</sup> Symbols signify as follows: Reg.=Regular rate; 1¼ T.=One and one-quarter time; 1½ T.=One and one-half time; 2 T.=Double time.

<sup>2</sup> Polishers and tool sharpeners receive same rate.

<sup>3</sup> Polishers, sawyers, and tool sharpeners receive same rate.

<sup>4</sup> Polishers and tool sharpeners receive same rate. Apprentices serve three years; receive \$1.25 a day for the first six months and an increase of 25 cents a day after each six months of service.

<sup>5</sup> Polishers, surfacing machine cutters, and tool sharpeners receive same rate.

<sup>6</sup> Surfacing machine cutters and tool sharpeners receive same rate.

<sup>7</sup> Rates range from \$1.00 to \$2.50 a day according to years of service.

<sup>8</sup> Tool sharpeners receive same rate.

<sup>9</sup> Time and one-half except from darkness to dawn when double time is paid.

<sup>10</sup> Bedsetters, polishers (hand), and sawyers, when working by the day, receive same rate.

TABLE 8. STONE WORKING AND QUARRYING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Stone, Marble, and Quarry Workers — Con.</b>									
<i>Marble Setters and Helpers.</i>									
Boston, . . . . .	-	<sup>1</sup> \$5.50	-	2 T.	2 T.	8	4	44	12
Boston (helpers), . . . .	\$0.42½	-	-	2 -	2 T.	8	4	44	12
Springfield, . . . . .	-	5.50	\$30.25	2 T.	2 T.	8	4	44	12
<i>Paving Cutters.</i>									
Chelmsford (block), . . .	.45	3.60	20.25	-	-	8	5	45	12
Fall River (block), . . .	.50	4.00	24.00	-	-	8	8	48	-
Gloucester (block), . . .	.41	3.28	19.68	-	-	8	8	48	-
Lowell, . . . . .	.50	-	-	1½ T.	2 T.	8	4	44	12
Rockport (block), . . . .	.41	-	-	-	-	8	8	48	-
<i>Stone Cutters (General).</i>									
Boston (inside men):									
Carvers, . . . . .	\$.70	-	-	2 T.	2 T.	8	4	44	12
Cutters and fitters, . . .	.62½	-	-	2 T.	2 T.	8	4	44	12
Boston (outside men):									
Carvers, . . . . .	\$.70	-	-	2 T.	2 T.	8	4	44	12
Cutters and fitters, . . .	.70	-	-	2 T.	2 T.	8	4	44	12
Lee, . . . . .	-	4.50	-	1½ T.	4 -	8	4	44	12
Lee (copers), . . . . .	-	2.50	-	1½ T.	4 -	8	4	44	12
Springfield, . . . . .	.56¼	4.50	24.75	1½ T.	2 T.	8	4	44	12
<i>Stone Makers, Artificial.</i>									
Boston:									
Cleaners and rubbers, . .	\$.30	-	-	Reg.	2 T.	8	4	44	12
Molders, . . . . .	.637	-	-	Reg.	2 T.	8	4	44	12
Stone casters, . . . . .	.637	-	-	Reg.	2 T.	8	4	44	12
<i>Terrazzo Helpers.</i>									
Boston, . . . . .	-	<sup>7</sup> 3.20	-	2 T.	2 T.	8	4	44	12
<b>Other Quarry Employees.</b>									
<i>Blacksmiths.</i>									
Chester, . . . . .	.44	3.52	21.12	1¼ T.	1¼ T.	8	8	48	-
Gloucester, . . . . .	.36	-	-	1½ T.	2 T.	8	8	48	-
Milford (helpers), . . . .	.37½	-	-	1½ T.	2 T.	8	4	44	12
Rockport, . . . . .	.36	-	-	1½ T.	2 T.	8	8	48	-
<i>Coal Shorelers.</i>									
Gloucester (ship), . . . .	.34½	-	-	1½ T.	2 T.	8	8	48	-
Rockport (ship), . . . . .	.34½	-	-	1½ T.	2 T.	8	8	48	-
<i>Crane Tenders.</i>									
Gloucester, . . . . .	.30	-	-	1½ T.	2 T.	8	8	48	-
<i>Derrickmen.</i>									
Chester, . . . . .	.30	2.40	14.40	1¼ T.	1¼ T.	8	8	48	-
Gloucester, . . . . .	.28	-	-	1½ T.	2 T.	8	8	48	-
Milford (second men), . . .	.36	-	-	1½ T.	2 T.	8	4	44	12
Milford (third men), . . .	.32	-	-	1½ T.	2 T.	8	4	44	12
Rockport, . . . . .	.28	2.24	13.44	1½ T.	2 T.	8	8	48	-

<sup>1</sup> On September 1, 1917, rate was increased to \$5.75 a day.<sup>2</sup> Before midnight, time and one-half; after midnight, double time.<sup>3</sup> In September, 1917, rate was increased 5 cents an hour.<sup>4</sup> On Sundays, double time; on holidays, time and one-half.<sup>5</sup> On September 1, 1917, rate was increased to 40 cents an hour.<sup>6</sup> On September 1, 1917, rate was increased to 45 cents an hour.<sup>7</sup> On September 1, 1917, rate was increased to \$3.60 a day.

TABLE 8. STONE WORKING AND QUARRYING — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
Other Quarry Employees — Con.										
Derrickmen, Head.										
Chester, . . . . .	\$0.31¼	\$2.50	\$15.00	1¼ T.	1¼ T.	8	8	48	—	
Gloucester, . . . . .	.30	—	—	1½ T.	2 T.	8	8	48	—	
Milford, . . . . .	.37½	—	—	1½ T.	2 T.	8	4	44	12	
Quincy, . . . . .	.25	—	—	Reg.	1¼ T.	8	8	48	—	
Rockport, . . . . .	.30	—	—	1½ T.	2 T.	8	8	48	—	
Drillers.										
Gloucester (steam), . . .	.30	—	—	1½ T.	2 T.	8	8	48	—	
Milford (hand), . . . .	.37½	—	—	1½ T.	2 T.	8	4	44	12	
Drill Runners, Air Plug.										
Chester, . . . . .	.30	2.40	14.40	1¼ T.	1¼ T.	8	8	48	—	
Gloucester, . . . . .	.28	—	—	1½ T.	2 T.	8	8	48	—	
Milford, . . . . .	.37½	—	—	1½ T.	2 T.	8	4	44	12	
Quincy, . . . . .	.35	—	—	Reg.	1¼ T.	8	8	48	—	
Rockport, . . . . .	.28	2.24	13.44	1½ T.	2 T.	8	8	48	—	
Drill Runners, Tripod.										
Chester, . . . . .	.35	2.80	16.80	1¼ T.	1¼ T.	8	8	48	—	
Gloucester, . . . . .	.30	—	—	1½ T.	2 T.	8	8	48	—	
Milford, . . . . .	.37½	—	—	1½ T.	2 T.	8	4	44	12	
Quincy, . . . . .	.35	—	—	Reg.	1¼ T.	8	8	48	—	
Rockport, . . . . .	.30	2.40	14.40	1½ T.	2 T.	8	8	48	—	
Engineers, Steam.										
Chester, . . . . .	.37½	3.00	18.00	1¼ T.	1¼ T.	8	8	48	—	
Lowell (in charge), . . .	.40	3.20	19.20	1½ T.	2 T.	8	5	45	12	
Lowell (operators), . . .	—	—	21.00	1½ T.	2 T.	8	5	45	12	
Milford (hoisting and portable), . . . . .	.41½	3.32	18.26	1½ T.	2 T.	8	4	44	12	
Quincy (in charge):	—	—	25.00	Reg.	2 T.	8	8	48	—	
First class plants, . . .	—	—	21.00	Reg.	2 T.	8	8	48	—	
Quincy (operators):	—	—	18.00	Reg.	2 T.	8	8	48	—	
Third class, . . . . .	—	—	—	Reg.	2 T.	8	8	48	—	
Skeleton hoisters, . . .	.34½	—	—	Reg.	2 T.	8	8	48	—	
Rockport (operating revolving locomotive cranes), . . .	—	—	18.00	1½ T.	1½ T.	8	8	48	—	
Firemen.										
Chester, . . . . .	.29	2.32	13.92	1¼ T.	1¼ T.	8	8	48	—	
Quincy, . . . . .	—	—	17.00	Reg.	2 T.	8	8	48	—	
Laborers.										
Chester, . . . . .	.28	2.24	13.44	1¼ T.	1¼ T.	8	8	48	—	
Gloucester, . . . . .	.25	—	—	1½ T.	2 T.	8	8	48	—	
Rockport, . . . . .	.25	—	—	1½ T.	2 T.	8	8	48	—	
Powdermen.										
Milford, . . . . .	.37½	—	—	1½ T.	2 T.	8	4	44	12	
Quarrymen.										
Chester, . . . . .	.30	2.40	14.40	1¼ T.	1¼ T.	8	8	48	—	
Gloucester, . . . . .	.28	—	—	1½ T.	2 T.	8	8	48	—	
Milford, . . . . .	.37½	—	—	1½ T.	2 T.	8	4	44	12	
Quincy, . . . . .	.35	—	—	Reg.	1¼ T.	8	8	48	—	
Rockport, . . . . .	.28	—	—	1½ T.	2 T.	8	8	48	—	
Tool Sharpeners.										
Gloucester, . . . . .	.36	—	—	1½ T.	2 T.	8	8	48	—	
Milford, . . . . .	.50	—	—	1½ T.	2 T.	8	4	44	12	
Quincy, . . . . .	.50	—	—	—	2 T.	8	4	44	12	
Rockport, . . . . .	.36	2.88	17.28	1½ T.	2 T.	8	8	48	—	
Trackmen.										
Gloucester, . . . . .	.28	—	—	1½ T.	2 T.	8	8	48	—	
Rockport, . . . . .	.28	—	—	1½ T.	2 T.	8	8	48	—	

TABLE 9. TEAMING.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holi-days	Monday to Friday	Saturday			
<b>Bakery Wagon Drivers.</b>										
Brockton (large shops),	-	-	\$19.00	-	-	10	10	60	-	
Brockton (small shops),	-	-	15.00	-	-	10	10	60	-	
<b>Carriage Drivers and Chauffeurs.</b>										
Boston:										
Carriage drivers,	-	-	<sup>2</sup> 14.00	}	-	11	11	77	}	-
			16.00			10	10	70		
Chauffeurs,	-	<sup>2</sup> \$2.00	-	-	-	8	8	56	-	-
		2.25	-	-	-	9	9	63	-	-
		2.50	-	-	-	9	9	63	-	-
Taxi drivers,	-	2.75	-	-	-	10	10	70	-	-
			-	-	-	10½	10½	73½	-	-
Touring car drivers,	-	-	<sup>2</sup> 18.00	}	-	8½	8½	59½	}	-
			21.00			10½	10½	73½		
<b>Coal Teamsters.</b>										
<i>One-horse.</i>										
Boston,	-	-	18.00	Reg.	2 T.	9	3 9	3 54	3 6	
Brockton,	-	-	4 15.00	Reg.	2 T.	8	8	4 48	-	
Fitchburg,	-	-	5 13.50	1½ T.	1½ T.	9	9	54	-	
Holyoke,	-	-	16.00	1½ T.	1½ T.	6 9	6 9	54	6 4	
Lowell,	-	-	7 15.50	-	-	10	10	60	-	
Lynn,	-	-	16.00	-	2 T.	9	9	54	6	
Malden,	-	-	16.00	Reg.	2 T.	9	3 9	3 54	3 6	
Natick,	-	-	15.00	\$0.35	2 T.	9	9 9	9 54	9 5	
Springfield,	-	-	10 17.00	2 T.	2 T.	10	10	60	5	
Wakefield,	-	-	15.00	-	-	9	9	54	-	
Waltham,	-	-	15.50	.30	\$0.60	9	3 9	3 54	3 6	
Westfield,	-	-	15.00	Reg.	.50	9	9	54	-	
Winchester,	-	-	16.00	-	-	9	3 9	3 54	3 6	
Worcester,	-	-	16.00	-	-	9	3 9	3 54	3 6	
<i>Two-horse.</i>										
Boston,	-	-	19.00	Reg.	2 T.	9	3 9	3 54	3 6	
Fitchburg,	-	-	5 15.00	1½ T.	1½ T.	9	9	54	-	
Holyoke,	-	-	17.00	1½ T.	1½ T.	6 9	6 9	54	6 4	
Lowell,	-	-	7 17.00	-	-	10	10	60	-	
Lynn,	-	-	17.50	-	2 T.	9	9	54	6	
Malden,	-	-	17.00	Reg.	2 T.	9	3 9	3 54	3 6	
Natick,	-	-	16.00	.37	2 T.	9	9 9	9 54	9 5	
Springfield,	-	-	10 18.00	2 T.	2 T.	10	10	60	5	
Waltham,	-	-	16.50	.35	.70	9	3 9	3 54	3 6	
Winchester,	-	-	17.00	-	-	9	3 9	3 54	3 6	
Worcester,	-	-	17.00	-	-	9	3 9	3 54	3 6	
<i>Three-horse.</i>										
Boston,	-	-	20.00	Reg.	2 T.	9	3 9	3 54	3 6	
Lynn,	-	-	18.00	-	2 T.	9	9	54	6	
Natick,	-	-	17.00	.40	2 T.	9	9 9	9 54	9 5	

<sup>1</sup> Rates, when expressed in terms of money, represent rates per hour. Symbols signify as follows: Reg.=Regular rate; 1½ T.=One and one-half time; 2 T.=Double time.

<sup>2</sup> Minimum rates paid in different establishments.

<sup>3</sup> During 6 months, 5 hours on Saturday, 50 hours a week, without reduction in pay.

<sup>4</sup> In hay and grain or contract establishments receive same rate of wages and work same number of hours.

<sup>5</sup> On October 1, 1917, rate was increased \$1 a week.

<sup>6</sup> During 4 months, 10 hours on 4 days, 9 hours on Friday, 5 hours on Saturday, 54 hours a week.

<sup>7</sup> Prevailing rate; no agreement enforcing a minimum.

<sup>8</sup> Overtime rate 40 cents an hour, except on Saturday P.M. during the 6 months when the half-holiday is in effect, when double time is paid.

<sup>9</sup> During 5 months, 5 hours on Saturday, 50 hours a week.

<sup>10</sup> On September 15, 1917, rate was increased \$1 a week.

TABLE 9. TEAMING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
Coal Teamsters — Con.									
Chauffeurs.									
Boston (electric truck), . . . . .	-	-	\$20.00	Reg.	2 T.	9	19	154	16
Boston (gasoline truck), . . . . .	-	-	22.00	Reg.	2 T.	9	19	154	16
Brockton, . . . . .	-	-	16.00	Reg.	2 T.	8	8	48	-
Lowell (heavy truck), . . . . .	-	-	18.00	-	-	10	10	60	-
Lynn, . . . . .	-	-	20.00	3 -	2 T.	9	9	54	6
Lynn (helpers), . . . . .	-	-	16.00	3 -	2 T.	9	9	54	6
Malden (electric truck), . . . . .	-	-	19.00	Reg.	2 T.	9	19	154	16
Malden (gasoline truck), . . . . .	-	-	20.00	Reg.	2 T.	9	19	154	16
Springfield (two-ton truck), . . . . .	-	-	20.00	2 T.	2 T.	10	10	60	5
Springfield (four-ton truck), . . . . .	-	-	23.00	2 T.	2 T.	10	10	60	5
Waltham, . . . . .	-	-	19.00	\$0.40	\$0.80	9	19	154	16
Helpers.									
Fitchburg, . . . . .	-	-	13.50	-	-	9	9	54	-
Holyoke, . . . . .	-	-	15.00	1½ T.	1½ T.	5 9	6 9	54	6 4
Malden, . . . . .	-	-	16.00	Reg.	2 T.	9	19	154	16
Natick, . . . . .	-	-	15.00	.35	2 T.	9	6 9	6 54	6 5
Springfield, . . . . .	-	-	16.00	2 T.	2 T.	10	10	60	5
Waltham, . . . . .	-	-	15.50	.30	.60	9	19	154	16
Worcester, . . . . .	-	-	15.00	-	-	9	19	154	16
Wharfmen.									
Boston, . . . . .	-	-	18.00	Reg.	2 T.	9	19	154	16
Lynn, . . . . .	-	-	16.00	3 -	2 T.	9	9	54	6
Waltham, . . . . .	-	-	15.50	.30	.60	9	19	154	16
Department Store Drivers, Chauffeurs, and Helpers.									
Boston:									
One-horse teamsters, . . . . .	-	-	16.00	Reg.	2 T.	9	9	54	-
Two-horse teamsters, . . . . .	-	-	17.00	Reg.	2 T.	9	9	54	-
Chauffeurs, . . . . .	-	-	19.00	Reg.	2 T.	9	9	54	-
Helpers (auto), . . . . .	-	-	13.00	Reg.	2 T.	9	9	54	-
Helpers (wagon), . . . . .	-	-	11.00	Reg.	2 T.	9	9	54	-
Express and Transfer Drivers.									
One-horse.									
Boston, . . . . .	-	-	16.00	Reg.	3 -	10	10	9 65	-
Brockton, . . . . .	-	-	15.00	.25	2 T.	9	9	54	-
Lynn, . . . . .	-	-	17.00	1½ T.	2 T.	10	9	59	-
Natick, . . . . .	-	-	15.00	.35	2 T.	9	10 9	10 54	10 5
Two-horse.									
Boston, . . . . .	-	-	18.00	Reg.	3 -	10	10	9 65	-
Brockton, . . . . .	-	-	16.00	.30	2 T.	9	9	54	-
Lynn, . . . . .	-	-	18.00	1½ T.	2 T.	10	9	59	-

<sup>1</sup> During 6 months, 5 hours on Saturday, 50 hours a week, without reduction in pay.

<sup>2</sup> Prevailing rate; no agreement enforcing a minimum.

<sup>3</sup> Overtime rate 40 cents an hour, except on Saturday P.M. during the 6 months when the half-holiday is in effect, when double time is paid.

<sup>4</sup> On September 15, 1917, rate was increased \$1 a week.

<sup>5</sup> During 4 months, 10 hours on 4 days, 9 hours on Friday, 5 hours on Saturday, 54 hours a week.

<sup>6</sup> During 5 months, 5 hours on Saturday, 50 hours a week.

<sup>7</sup> On September 15, 1917, rate was increased \$2 a week.

<sup>8</sup> On holidays, double time; on Sundays, regular rate.

<sup>9</sup> Work alternate Sundays, averaging 65 hours a week during entire year.

<sup>10</sup> During 5 months, 5 hours on Saturday, 50 hours a week, without reduction in pay.

TABLE 9. TEAMING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Express and Transfer Drivers — Con.</b>										
<i>Chauffeurs.</i>										
Boston (small auto), . . .	-	-	\$18.00	Reg.	1-	10	10	2 65	-	
Boston (truck), . . .	-	-	20.00	Reg.	1-	10	10	2 65	-	
Lynn, . . .	-	-	20.00	1½ T.	2 T.	10	9	59	-	
<i>Helpers.</i>										
Boston:										
One-horse, . . .	-	-	13.00	Reg.	1-	10	10	2 65	-	
Two-horse, . . .	-	-	15.00	Reg.	1-	10	10	2 65	-	
Truck, large, . . .	-	-	15.00	Reg.	1-	10	10	2 65	-	
Brockton, . . .	-	-	14.00	-	2 T.	9	9	54	-	
Lynn, . . .	-	-	16.00	1½ T.	2 T.	10	9	59	-	
<b>Furniture Teamsters.</b>										
Haverhill (chauffeurs), . . .	-	-	18.00	Reg.	Reg.	10	10	60	2	
Haverhill (chauffeurs' helpers), . . .	-	-	16.00	Reg.	Reg.	10	10	60	2	
<b>Grain and Mason Supply Handlers.</b>										
Springfield:										
One-horse, . . .	-	-	17.00	1½ T.	2 T.	10	5	55	12	
Two-horse, . . .	-	-	18.00	1½ T.	2 T.	10	5	55	12	
Chauffeurs (trucks, two tons and over), . . .	-	-	22.00	1½ T.	2 T.	10	5	55	12	
Chauffeurs (trucks, less than two tons), . . .	-	-	20.00	1½ T.	2 T.	10	5	55	12	
Helpers, . . .	-	-	16.00	1½ T.	2 T.	10	5	55	12	
<b>Ice Cart Drivers.</b>										
Brockton:										
Drivers, first year, . . .	-	-	16.00	-	-	8	8	48	-	
Drivers, second year, . . .	-	-	17.00	-	-	8	8	48	-	
Helpers, . . .	-	-	15.00	-	-	8	8	48	-	
Fitchburg, . . .	-	-	16.50	Reg.	Reg.	10	10	60	-	
Lynn:										
Chauffeurs, . . .	-	-	20.00	-	2 T.	-	-	-	-	
Ice drivers (November 1 to May 1), . . .	-	-	17.00	-	2 T.	-	-	-	-	
Route drivers (May 1 to November 1), . . .	-	-	20.00	-	2 T.	-	-	-	-	
Helpers, . . .	-	-	17.00	-	2 T.	-	-	-	-	
Natick, . . .	-	-	19.00	-	-	9	9	54	5	
<b>Laundry Wagon Drivers.</b>										
Boston:										
Chauffeurs (first three months), . . .	-	-	15.00	1½ T.	2 T.	9	9	54	12	
Chauffeurs (after three months), . . .	-	-	18.00	1½ T.	2 T.	9	9	54	12	
Drivers (first three months), . . .	-	-	15.00	1½ T.	2 T.	9	9	54	12	
Drivers (after three months), . . .	-	-	18.00	1½ T.	2 T.	9	9	54	12	

1 On holidays, double time; on Sundays, regular rate.

2 Work alternate Sundays, averaging 65 hours a week during entire year.

3 During 7 months of year receive \$15 a week; during 5 months of year receive \$16 a week.

4 During 5 months, 5 hours on Saturday, 50 hours a week, without reduction in pay.

5 Have weekly half-holiday of 4 hours, but make up time on other 5 days of the week.

TABLE 9. TEAMING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Laundry Wagon Drivers</b> — Con.										
Boston — Con.										
Helpers (first three months),	—	—	\$13.00	1½ T.	2 T.	9	9	54	1	12
Helpers (after three months),	—	—	14.00	1½ T.	2 T.	9	9	54	1	12
Brockton,	—	—	14.00	—	—	3 —	3 —	3 —	—	—
<b>Lumber Teamsters.</b>										
<i>One-horse.</i>										
Beverly,	—	—	14.00	\$0.35	2 T.	9	5	50		12
Boston,	—	—	16.00	Reg.	Reg.	9	5	50		12
Brockton,	—	—	15.00	2 T.	2 T.	9	5	50		12
Lawrence,	—	—	14.40	1½ T.	1½ T.	8½	4½	48		12
Lynn,	—	—	15.00	.45	2 T.	9	5	50		12
Natick,	—	—	15.00	.35	2 T.	9	4 9	4 54	4	5
Salem,	—	—	15.00	—	—	9	5	50		12
Wakefield,	—	—	15.00	—	—	9	5 9	5 54	5	6
<i>Two-horse.</i>										
Beverly,	—	—	16.00	.35	2 T.	9	5	50		12
Boston,	—	—	18.00	Reg.	Reg.	9	5	50		12
Brockton,	—	—	16.50	2 T.	2 T.	9	5	50		12
Lawrence,	—	—	16.10	1½ T.	1½ T.	8½	4½	48		12
Lynn,	—	—	17.00	.45	2 T.	9	5	50		12
Natick,	—	—	16.00	.37	2 T.	9	4 9	4 54	4	5
Salem,	—	—	17.00	—	—	9	5	50		12
<i>Three-horse.</i>										
Boston,	—	—	19.00	Reg.	Reg.	9	5	50		12
Lynn,	—	—	18.00	.45	2 T.	9	5	50		12
<i>Four-horse.</i>										
Lynn,	—	—	19.00	.45	2 T.	9	5	50		12
<i>Chauffeurs.</i>										
Boston (first class),	—	—	20.00	Reg.	Reg.	9	5	50		12
Boston (second class),	—	—	18.00	Reg.	Reg.	9	5	50		12
Brockton,	—	—	18.00	2 T.	2 T.	9	5	50		12
Brockton (helpers),	—	—	16.00	2 T.	2 T.	9	5	50		12
Lynn (one-ton truck),	—	—	18.00	.45	2 T.	9	5	50		12
Lynn (over one-ton truck),	—	—	20.00	.45	2 T.	9	5	50		12
Salem (one-ton truck),	—	—	17.00	—	—	9	5	50		12
Salem (over one-ton truck),	—	—	18.00	—	—	9	5	50		12
<i>Helpers.</i>										
Lawrence,	—	—	12.50	1½ T.	1½ T.	8½	4½	48		12
Salem,	—	—	15.00	—	—	9	5	50		12
<i>Surveyors.</i>										
Boston,	—	—	20.00	Reg.	Reg.	9	5	50		12
<i>Tally Men.</i>										
Boston (first class),	—	—	20.00	Reg.	Reg.	9	5	50		12
Boston (second class),	—	—	18.00	Reg.	Reg.	9	5	50		12
Lynn,	—	—	18.00	.45	2 T.	9	5	50		12
Salem,	—	—	18.00	—	—	9	5	50		12
<i>Yardmen.</i>										
Boston,	—	—	15.00	Reg.	Reg.	9	5	50		12
Lynn,	—	—	15.00	.45	2 T.	9	5	50		12

1 Have weekly half-holiday of 4 hours, but make up time on other 5 days of the week.

2 Also commissions.

3 Work by routes; cover 1 route a day.

4 During 5 months, 5 hours on Saturday, 50 hours a week.

5 During 6 months, 5 hours on Saturday, 50 hours a week, without reduction in pay.



TABLE 9. TEAMING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
<b>Market and Commission House Teamsters.</b>										
Boston:										
One-horse, . . . . .	-	-	\$16.50	\$0.40	2 T.	10½	6½	59	12	
Two-horse, . . . . .	-	-	18.50	.40	2 T.	10½	6½	59	12	
Three-horse, . . . . .	-	-	19.50	.40	2 T.	10½	6½	59	12	
Four-horse, . . . . .	-	-	20.50	.40	2 T.	10½	6½	59	12	
Chauffeurs (one-ton truck),	-	-	18.50	.40	2 T.	10½	6½	59	12	
Chauffeurs (three-ton truck), . . . . .	-	-	20.00	.40	2 T.	10½	6½	59	12	
Helpers, . . . . .	-	-	18.50	.40	2 T.	10½	6½	59	12	
<b>Milk Wagon Drivers.</b>										
Boston:										
Chauffeurs, . . . . .	-	-	1 20.00	Reg.	Reg.	9	9	63	-	
Drivers, . . . . .	-	-	2 20.00	Reg.	Reg.	10	10	3 70	-	
Drivers (one-horse), . . . . .	-	-	4 15.00	Reg.	Reg.	10	10	3 70	-	
Drivers (two-horse), . . . . .	-	-	18.00	Reg.	Reg.	10	10	3 70	-	
Helpers, . . . . .	-	-	4 15.00	Reg.	Reg.	10	10	3 70	-	
Route foremen, . . . . .	-	-	5 23.00	Reg.	Reg.	10	10	60	-	
<b>Newspaper Wagon Drivers.</b>										
Boston:										
Chauffeurs, . . . . .	-	\$3.00	6 22.00	.40	7 -	8	8	48	-	
Depot, . . . . .	-	2.50	-	.40	7 -	8	8	48	-	
Route, . . . . .	-	3.00	-	.40	7 -	8	8	48	-	
<b>Piano and Furniture Movers.</b>										
Boston:										
Chauffeurs, . . . . .	-	3.50	21.00	.40	2 T.	11	11	66	-	
Drivers, . . . . .	-	3.00	18.00	.40	2 T.	11	11	66	-	
Helpers, . . . . .	-	2.83½	17.00	.40	2 T.	11	11	66	-	
Packers, . . . . .	-	2.83½	17.00	.40	2 T.	11	11	66	-	
<b>Sand and Cement Teamsters.</b>										
<i>One-horse.</i>										
Boston, . . . . .	-	-	16.00	.30	2 T.	9	5	50	12	
Haverhill, . . . . .	-	-	15.50	1½ T.	2 T.	9	8 9	54	8 4	
Lynn, . . . . .	-	-	14.00	Reg.	1½ T.	9	9	54	-	
<i>Two-horse.</i>										
Boston, . . . . .	-	-	18.00	.35	2 T.	9	5	50	12	
Haverhill, . . . . .	-	-	16.50	1½ T.	2 T.	9	8 9	54	8 4	
Lynn, . . . . .	-	-	15.00	Reg.	1½ T.	9	9	54	-	
Natick, . . . . .	-	-	16.00	.37	2 T.	9	9 9	54	9 5	

1 On September 1, 1917, rate was increased to \$23 for light truck chauffeurs, and two new rates were established; \$25 for medium truck and \$26 for heavy truck chauffeurs.

2 Inexperienced drivers during first 3 months, \$15 a week; during second 3 months, \$17; during the next 7 months, \$18; after 13 months, \$20 a week; on September 1, 1917, rate for first 3 months was increased to \$18 a week, for second 3 months to \$21, and thereafter to \$25 a week.

3 Work 7 days a week; during 7 months of year one day off each 3 weeks.

4 On September 1, 1917, rate was increased \$3 a week.

5 On September 1, 1917, rate was increased to \$28 a week.

6 Paid \$4 for a day's work on Sunday.

7 On holidays, double time.

8 During 4 months, 5 hours on Saturday, 50 hours a week.

9 During 5 months, 5 hours on Saturday, 50 hours a week.

TABLE 9. TEAMING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Sand and Cement Teamsters — Con.</b>									
<i>Three-horse.</i>									
Boston, . . . . .	-	-	\$19.00	\$0.40	2 T.	9	5	50	12
<i>Chauffeurs.</i>									
Boston, . . . . .	-	-	21.00	.40	2 T.	9	5	50	12
Haverhill, . . . . .	-	-	18.00	1½ T.	2 T.	9	9	54	14
Haverhill (helpers), . . . . .	-	-	15.00	1½ T.	2 T.	9	9	54	14
<i>Tip Cart Drivers.</i>									
Boston, . . . . .	-	-	16.00	.30	2 T.	9	5	50	12
<b>Stablemen and Garagemen.</b>									
Boston:									
Brass polishers, . . . . .	-	-	15.00	.25	\$0.25	10	10	2 60 70	-
Feeders, . . . . .	-	-	15.00	.25	.25	10	10	2 60 70	-
Gasoline tank fillers, . . . . .	-	-	16.00	.25	.25	10	10	2 60 70	-
Harness cleaners, . . . . .	-	-	16.00	.25	.25	10	10	2 60 70	-
Horse clippers, . . . . .	-	-	16.00	.25	.25	10	10	2 60 70	-
Hostlers, . . . . .	-	-	15.00	.25	.25	10	10	2 60 70	-
Oilers, . . . . .	-	-	16.00	.25	.25	10	10	2 60 70	-
Tire setters, . . . . .	-	-	17.00	.25	.25	10	10	2 60 70	-
Washers, auto, . . . . .	-	-	18.00	.25	.25	10	10	2 60 70	-
Washers, team, . . . . .	-	-	17.00	.25	.25	10	10	2 60 70	-
Holyoke, . . . . .	-	-	16.00	1½ T.	1½ T.	9	9	63	-
Holyoke (helpers), . . . . .	-	-	14.50	1½ T.	1½ T.	9	9	63	-
Quincy, . . . . .	-	-	17.00	-	2 T.	12	12	4 75	-
Springfield, . . . . .	-	-	18.00	1½ T.	1½ T.	10	10	5 70	-
Springfield (riggers), . . . . .	-	-	21.00	1½ T.	1½ T.	9	9	54	-
<b>Teamsters, General.</b>									
<i>One-horse.</i>									
Boston (one ton), . . . . .	-	-	15.00	6 -	2 T.	11	11	66	-
Boston (over one ton), . . . . .	-	-	16.00	6 -	2 T.	11	11	66	-
Brockton, . . . . .	-	-	15.00	.25	2 T.	10	10	60	-
Holyoke, . . . . .	-	-	14.00	1½ T.	1½ T.	9	9	54	-
New Bedford, . . . . .	-	-	12.00	Reg.	Reg.	10	10	60	-
Quincy, . . . . .	-	-	15.00	-	2 T.	12	12	4 75	-
Springfield, . . . . .	-	-	14.00	1½ T.	1½ T.	9½	9½	56	-
Taunton, . . . . .	-	-	12.00	.35	.35	9	9	54	-
Wakefield, . . . . .	-	-	15.00	-	-	9	9	54	-

<sup>1</sup> During 4 months, 5 hours on Saturday, 50 hours a week.

<sup>2</sup> During 6 months, no work on Sunday, 60 hours a week; during other 6 months, 10 hours on Sunday, 70 hours a week.

<sup>3</sup> On October 1, 1917, rate was increased \$1 a week.

<sup>4</sup> Three hours on Sunday.

<sup>5</sup> One day off each month, without pay.

<sup>6</sup> Between 6 P.M. and 8 P.M., and between 4 A.M. and 6 A.M., 30 cents an hour; between 8 P.M. and 4 A.M., 45 cents an hour.

TABLE 9. TEAMING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sun- days and Hol- idays	Mon- day to Fri- day	Sat- ursday		
<b>Teamsters, General — Con.</b>									
<i>Two-horse.</i>									
Boston, . . . . .	-	-	\$18. 00	1 -	2 T.	11	11	66	-
Brockton, . . . . .	-	-	16. 50	\$0. 30	2 T.	10	10	60	-
Fitchburg, . . . . .	-	-	13. 50	Reg.	Reg.	10	10	60	-
Holyoke, . . . . .	-	-	<sup>2</sup> 15. 00	1½ T.	1½ T.	9	9	54	-
New Bedford, . . . . .	-	-	14. 30	Reg.	Reg.	10	10	60	-
Quincy, . . . . .	-	-	17. 00	-	2 T.	12	12	<sup>3</sup> 75	-
Springfield, . . . . .	-	-	16. 00	1½ T.	1½ T.	9½	9½	56	-
Taunton, . . . . .	-	-	14. 00	.35	\$0. 35	9	9	54	-
<i>Three-horse.</i>									
Boston, . . . . .	-	-	19. 00	1 -	2 T.	11	11	66	-
Holyoke, . . . . .	-	-	<sup>2</sup> 16. 00	1½ T.	1½ T.	9	9	54	-
New Bedford, . . . . .	-	-	15. 00	Reg.	Reg.	10	10	60	-
Quincy, . . . . .	-	-	18. 00	-	2 T.	12	12	<sup>3</sup> 75	-
<i>Four-horse.</i>									
Boston, . . . . .	-	-	20. 00	1 -	2 T.	11	11	66	-
New Bedford, . . . . .	-	-	16. 50	Reg.	Reg.	10	10	60	-
Quincy, . . . . .	-	-	20. 00	-	2 T.	12	12	<sup>3</sup> 75	-
<i>Five-horse.</i>									
Boston, . . . . .	-	-	21. 00	1 -	2 T.	11	11	66	-
<i>Six-horse.</i>									
Boston, . . . . .	-	-	22. 00	1 -	2 T.	11	11	66	-
<i>Teamsters (Not Stated).</i>									
Fitchburg, . . . . .	-	-	15. 00	Reg.	Reg.	10	10	60	-
Springfield (dump carts), . . . . .	-	-	14. 00	1½ T.	1½ T.	9½	9½	56	-
Springfield (doing own rig- ging), . . . . .	-	-	18. 00	1½ T.	1½ T.	9½	9½	56	-
Taunton, . . . . .	-	-	{ 11. 00 - 16. 00 }	-	-	<sup>4</sup> 10	13	63½	<sup>5</sup> 4
<i>Chauffeurs.</i>									
Boston:									
Trucks, one ton or less, . . . . .	-	-	16. 00	1 -	2 T.	11	11	66	-
Trucks, over one ton to three tons, . . . . .	-	-	18. 00	1 -	2 T.	11	11	66	-
Trucks, over three tons, . . . . .	-	-	20. 00	1 -	2 T.	11	11	66	-
Fitchburg (heavy truck), . . . . .	-	-	15. 00	Reg.	Reg.	10	10	60	-
Holyoke (trucks, three tons or less), . . . . .	-	-	<sup>2</sup> 17. 00	1½ T.	1½ T.	9	9	54	-
Holyoke (trucks over three tons), . . . . .	-	-	<sup>2</sup> 19. 00	1½ T.	1½ T.	9	9	54	-
Natick (heavy truck), . . . . .	-	-	20. 00	.45	2 T.	9	<sup>6</sup> 9	<sup>6</sup> 54	<sup>6</sup> 5
New Bedford, . . . . .	-	-	16. 50	Reg.	Reg.	10	10	60	-
Springfield (trucks, less than three tons), . . . . .	-	-	18. 00	1½ T.	1½ T.	9½	9½	56	-
Springfield (trucks, over three tons), . . . . .	-	-	20. 00	1½ T.	1½ T.	9½	9½	56	-
<i>Helpers.</i>									
Boston, . . . . .	-	-	16. 00	1 -	2 T.	11	11	66	-
Boston (dumpers), . . . . .	-	-	18. 00	1 -	2 T.	11	11	66	-
Brockton, . . . . .	-	-	14. 00	-	2 T.	10	10	60	-

<sup>1</sup> Between 6 P.M. and 8 P.M., and between 4 A.M. and 6 A.M., 30 cents an hour; between 8 P.M. and 4 A.M., 45 cents an hour.

<sup>2</sup> On October 1, 1917, rate was increased \$1 a week.

<sup>3</sup> Three hours on Sunday.

<sup>4</sup> Work 10½ hours on Friday.

<sup>5</sup> During 4 months have Wednesday half-holiday (5 hours).

<sup>6</sup> During 5 months, 5 hours on Saturday, 50 hours a week.

TABLE 9. TEAMING — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work-ing Days	Sun-days and Holi-days	Mon-day to Fri-day	Sat-urday		
<b>Teamsters, General — Con.</b>									
<i>Helpers — Con.</i>									
Fitchburg, . . . . .	-	-	\$12.00	Reg.	Reg.	10	10	60	-
Holyoke, . . . . .	-	-	<sup>1</sup> 14.00	1½ T.	1½ T.	9	9	54	-
Springfield, . . . . .	-	-	15.00	1½ T.	1½ T.	9½	9½	56	-
Springfield (lump helpers), .	<sup>2</sup> \$0.30	-	-	-	-	9½	9½	56	-

<sup>1</sup> On October 1, 1917, rate was increased \$1 a week.

<sup>2</sup> Lump helpers receive not less than 30 cents an hour or fraction thereof; when moving pianos one hour's pay is deducted from aggregate hourly earnings, but 50 cents extra is paid per lift for straight away moving (meaning moving one piano); 75 cents extra if moving piano through single window, and \$1.25 extra if moving piano through double window.

TABLE 10. TELEPHONE AND TELEGRAPH SERVICE.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Clerical Employees.</b>									
<b>Boston:</b>									
Clerks:									
Adjustment clerks, . . . . .	-	-	\$10.00	-	-	7½	4½	42	12
Contract information clerks, . . . . .	-	-	10.00	-	-	7½	4½	42	12
Plant clerks, . . . . .	-	-	10.00	-	-	7½	4½	42	12
Revenue account clerks, . . . . .	-	-	10.00	-	-	7½	4½	42	12
Senior clerks, . . . . .	-	-	15.00	-	-	7½	4½	42	12
Traffic managers' clerks, . . . . .	-	-	15.00	-	-	7½	4½	42	12
Instructors, operators, class 1, . . . . .	-	-	18.50	-	-	7½	4½	42	12
Instructors, operators, class 2, . . . . .	-	-	18.00	-	-	7½	4½	42	12
Luncheon attendants, . . . . .	-	-	7.00	-	-	7½	4½	42	12
Stenographers, . . . . .	-	-	10.00	-	-	7½	4½	42	12
Toll observers, . . . . .	-	-	15.00	-	-	7½	4½	42	12
Toll observers (senior), . . . . .	-	-	18.00	-	-	7½	4½	42	12
Typists, . . . . .	-	-	10.00	-	-	7½	4½	42	12
North Adams (clerks), . . . . .	-	<sup>2</sup> \$3.25	19.50	-	-	8	8	48	4
<b>Pittsfield:</b>									
Clerks (plant dept.), . . . . .	-	<sup>3</sup> 3.25	-	1½ T.	4 -	8	8	48	3
Storekeepers, . . . . .	-	<sup>3</sup> 4.00	-	1½ T.	4 -	8	8	48	3
Storekeepers' helpers, . . . . .	-	<sup>3</sup> 3.75	-	1½ T.	4 -	8	8	48	3
Salem (plant dept.), . . . . .	-	3.00	-	1½ T.	1½ T.	8	<sup>5</sup> 8	<sup>5</sup> 48	<sup>5</sup> 3
<b>Electrical Workers (Telephone Workers).</b>									
<b>Boston:</b>									
Cable pullers, . . . . .	-	3.00	-	1½ T.	1½ T.	8	8	48	3½
Cable splicers, . . . . .	\$0.50	4.00	24.00	1½ T.	1½ T.	8	8	48	3½
Cable splicers, first class, . . . . .	.59½	4.75	28.50	1½ T.	1½ T.	8	8	48	3½
Cable splicers, head, . . . . .	.62½	5.00	30.00	1½ T.	1½ T.	8	8	48	3½
Cable splicers' helpers, . . . . .	.37½	3.00	18.00	1½ T.	1½ T.	8	8	48	3½
Linemen, . . . . .	-	3.75	22.50	1½ T.	1½ T.	8	8	48	3
Linemen, foreman, . . . . .	-	5.00	30.00	1½ T.	1½ T.	8	8	48	3
Linemen, head, . . . . .	-	4.25	25.50	1½ T.	1½ T.	8	8	48	3
Line repairmen, . . . . .	-	4.00	24.00	1½ T.	1½ T.	8	8	48	3
<b>Boston (central office):</b>									
Repairmen, chief, . . . . .	-	4.50	-	1½ T.	1½ T.	8	8	48	4
Repairmen, class A, . . . . .	-	4.25	-	1½ T.	1½ T.	8	8	48	4
Repairmen, class B, . . . . .	-	4.00	-	1½ T.	1½ T.	8	8	48	4
Testmen, class "A" toll, . . . . .	-	5.00	-	1½ T.	1½ T.	8	8	48	4
Testmen, first class, . . . . .	-	4.50	-	1½ T.	1½ T.	8	8	48	4
Testmen, senior, . . . . .	-	5.00	-	1½ T.	1½ T.	8	8	48	4
Wire chief's clerks, general, . . . . .	-	-	22.50	1½ T.	1½ T.	8	8	48	4
Wire chief's clerks, senior, . . . . .	-	-	24.00	1½ T.	1½ T.	8	8	48	4
<b>Boston (other employees):</b>									
Foremen, . . . . .	-	5.00	-	1½ T.	1½ T.	8	8	48	4
Foremen, sub-, . . . . .	-	4.75	-	1½ T.	1½ T.	8	8	48	4
Installers, private branch exchange, class A, . . . . .	-	4.25	-	1½ T.	1½ T.	8	8	48	4
Installers, private branch exchange, class B, . . . . .	-	4.00	-	1½ T.	1½ T.	8	8	48	4
Installers, sub-station, class C, . . . . .	-	3.75	-	1½ T.	1½ T.	8	8	48	4
Repairmen, combination line, . . . . .	-	4.25	-	1½ T.	1½ T.	8	8	48	4
Repairmen, sub-station, class A, . . . . .	-	4.25	-	1½ T.	1½ T.	8	8	48	4
Repairmen, sub-station, class B, . . . . .	-	4.00	-	1½ T.	1½ T.	8	8	48	4

<sup>1</sup> Symbols signify as follows: Reg.=Regular rate; 1½ T.=One and one-half time.<sup>2</sup> Prevailing rates; no agreement establishing a minimum rate.<sup>3</sup> On September 2, 1917, rate was increased 25 cents a day.<sup>4</sup> On Sundays, time and one-half; on holidays, double time.<sup>5</sup> During 3 months, 4½ hours on Saturday, 4½ hours a week.

TABLE 10. TELEPHONE AND TELEGRAPH SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Electrical Workers (Telephone Workers) — Con.</b>									
<b>Fitchburg (central office):</b>									
Cable splicers, . . . . .	-	\$4.25	-	1½ T.	2-	38	38	348	33
Foremen, . . . . .	-	4.50	-	1½ T.	2-	38	38	348	33
Groundmen, . . . . .	-	2.50	-	1½ T.	2-	38	38	348	33
Installers, sub-station, first class, . . . . .	-	4.00	-	1½ T.	2-	38	38	348	33
Installers, sub-station, second class, . . . . .	-	3.50	-	1½ T.	2-	38	38	348	33
Linemen, first class, . . . . .	-	3.50	-	1½ T.	2-	38	38	348	33
Repairmen, first class, . . . . .	-	4.00	-	1½ T.	2-	38	38	348	33
Repairmen, second class, . . . . .	-	3.75	-	1½ T.	2-	38	38	348	33
Stock clerks, . . . . .	-	2.50	-	1½ T.	2-	38	38	348	33
Testmen, first class, . . . . .	-	4.25	-	1½ T.	2-	38	38	348	33
<b>Lynn:</b>									
Cable splicers, . . . . .	-	3.75	-	1½ T.	1½ T.	8	8	48	4
Cable splicers, head, . . . . .	-	4.75	-	1½ T.	1½ T.	8	8	48	4
Cable splicers' helpers, . . . . .	-	2.75	-	1½ T.	1½ T.	8	8	48	4
Installers, . . . . .	-	3.50	-	1½ T.	1½ T.	8	8	48	4
Installers, equipment, . . . . .	-	4.00	-	1½ T.	1½ T.	8	8	48	4
Linemen, . . . . .	-	3.50	-	1½ T.	1½ T.	8	8	48	4
Linemen, head, . . . . .	-	4.00	-	1½ T.	1½ T.	8	8	48	4
Repairmen, central office, class A, . . . . .	-	4.00	-	1½ T.	1½ T.	8	8	48	4
Repairmen, line, . . . . .	-	3.75	-	1½ T.	1½ T.	8	8	48	4
Testmen, . . . . .	-	4.25	-	1½ T.	1½ T.	8	8	48	4
Testmen, senior, . . . . .	-	4.75	-	1½ T.	1½ T.	8	8	48	4
<b>New Bedford:</b>									
Cable splicers, . . . . .	-	3.75	-	1½ T.	1½ T.	8	8	48	-
Installers, private branch exchange, class A, . . . . .	-	4.00	-	1½ T.	1½ T.	8	8	48	-
Installers, private branch exchange, class B, . . . . .	-	3.75	-	1½ T.	1½ T.	8	8	48	-
Installers, foremen, . . . . .	-	4.75	\$28.50	1½ T.	1½ T.	8	8	48	-
Linemen, . . . . .	-	3.50	21.00	1½ T.	1½ T.	8	8	48	-
Repairmen, first class, . . . . .	-	4.00	24.00	1½ T.	1½ T.	8	8	48	-
Repairmen, second class, . . . . .	-	3.75	22.50	1½ T.	1½ T.	8	8	48	-
Testmen, class "A" toll, . . . . .	-	4.75	-	1½ T.	1½ T.	8	8	48	-
<b>North Adams:</b>									
Ground men, . . . . .	-	12.75	16.50	1½ T.	2 T.	8	8	48	4
Installers, . . . . .	-	13.50	21.00	1½ T.	2 T.	8	8	48	4
Linemen, . . . . .	-	13.50	21.00	1½ T.	2 T.	8	8	48	4
Linemen, foremen, . . . . .	-	14.75	28.50	1½ T.	2 T.	8	8	48	4
Repairmen, central office, . . . . .	-	14.00	24.00	1½ T.	2 T.	8	8	48	4
Testmen, . . . . .	-	14.25	25.50	1½ T.	2 T.	8	8	48	4
Wire chiefs, . . . . .	-	-	128.00	1½ T.	2 T.	8	8	48	4
<b>Pittsfield:</b>									
Cable splicers, . . . . .	-	44.25	-	1½ T.	2-	8	8	48	3
Cable splicers, head, . . . . .	-	44.50	-	1½ T.	2-	8	8	48	3
Cable splicers' helpers, . . . . .	-	43.00	-	1½ T.	2-	8	8	48	3
Installers, central office, class A, . . . . .	-	44.00	-	1½ T.	2-	8	8	48	3
Installers, central office, class B, . . . . .	-	43.75	-	1½ T.	2-	8	8	48	3
Installers, foremen, . . . . .	-	44.75	-	1½ T.	2-	8	8	48	3
Installers, sub-station, class A, . . . . .	-	44.00	-	1½ T.	2-	8	8	48	3
Installers, sub-station, class B, . . . . .	-	43.75	-	1½ T.	2-	8	8	48	3

<sup>1</sup> Prevailing rates; no agreement establishing a minimum rate.

<sup>2</sup> On Sundays, time and one-half; on holidays, double time.

<sup>3</sup> During 3 months, linemen work 9 hours on 5 days, no work on Saturday, and stationmen work 8 hours on 4 days, 7½ hours on 1 day, and 4½ hours on Saturday.

<sup>4</sup> On September 2, 1917, rate was increased 25 cents a day.

TABLE 10. TELEPHONE AND TELEGRAPH SERVICE—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Electrical Workers (Telephone Workers) — Con.</b>									
<b>Pittsfield — Con.</b>									
Installers, sub-station, class C, . . . . .	—	1 \$3.50	—	1½ T.	2—	8	8	48	3
Linemen, . . . . .	—	1 3.50	—	1½ T.	2—	8	8	48	3
Linemen, foremen, . . . . .	—	1 4.75	—	1½ T.	2—	8	8	48	3
Linemen, sub-foremen, . . . . .	—	1 4.25	—	1½ T.	2—	8	8	48	3
Linemen, head, . . . . .	—	1 4.00	—	1½ T.	2—	8	8	48	3
Maintenance men, power plant, . . . . .	—	1 3.75	—	1½ T.	2—	8	8	48	3
Repairmen, central office, class A, . . . . .	—	1 4.00	—	1½ T.	2—	8	8	48	3
Repairmen, line, . . . . .	—	1 3.75	—	1½ T.	2—	8	8	48	3
Repairmen, sub-station, class A, . . . . .	—	1 4.00	—	1½ T.	2—	8	8	48	3
Testmen, class A, . . . . .	—	1 4.25	—	1½ T.	2—	8	8	48	3
<b>Salem:</b>									
Cable splicers, . . . . .	—	3.75	—	1½ T.	1½ T.	8	3 8	3 48	3 3
Cable splicers, head, . . . . .	—	4.75	—	1½ T.	1½ T.	8	3 8	3 48	3 3
Cable splicers' helpers, . . . . .	—	2.75	—	1½ T.	1½ T.	8	3 8	3 48	3 3
Installers, private branch exchange, class A, . . . . .	—	4.00	—	1½ T.	1½ T.	8	3 8	3 48	3 3
Installers, private branch exchange, class B, . . . . .	—	3.75	—	1½ T.	1½ T.	8	3 8	3 48	3 3
Linemen, . . . . .	—	3.50	—	1½ T.	1½ T.	8	3 8	3 48	3 3
Linemen, head, . . . . .	—	4.00	—	1½ T.	1½ T.	8	3 8	3 48	3 3
Repairmen, central office, class B, . . . . .	—	3.75	—	1½ T.	1½ T.	8	3 8	3 48	3 3
Repairmen, line, . . . . .	—	3.75	—	1½ T.	1½ T.	8	3 8	3 48	3 3
Testmen, . . . . .	—	4.25	—	1½ T.	1½ T.	8	3 8	3 48	3 3
Testmen, senior, . . . . .	—	4.75	—	1½ T.	1½ T.	8	3 8	3 48	3 3
<b>Taunton:</b>									
Cable splicers, . . . . .	—	4.50	—	1½ T.	—	8	8	48	4
Cable splicers' helpers, . . . . .	—	2.50	—	1½ T.	—	8	8	48	4
Electrical workers, n. s., central office, . . . . .	—	4.00	—	1½ T.	—	8	8	48	4
Foremen, gang, . . . . .	—	4.50	—	1½ T.	—	8	8	48	4
Groundmen, . . . . .	—	2.25	—	1½ T.	—	8	8	48	4
Installers, sub-station, first class, . . . . .	—	3.50	—	1½ T.	—	8	8	48	4
Linemen, first class, . . . . .	—	3.50	—	1½ T.	—	8	8	48	4
Linemen, second class, . . . . .	—	3.00	—	1½ T.	—	8	8	48	4
Repairmen, combination line, . . . . .	—	3.75	—	1½ T.	—	8	8	48	4
Repairmen, sub-station, first class, . . . . .	—	3.75	—	1½ T.	—	8	8	48	4
Testmen, first class, . . . . .	—	4.25	—	1½ T.	—	8	8	48	4
Testmen, second class, . . . . .	—	3.75	—	1½ T.	—	8	8	48	4
<b>Worcester:</b>									
Cable splicers, . . . . .	—	3.50 4.00 4.25 4.50	—	1½ T.	2—	8	8	48	4
Cable splicers, head, . . . . .	—	5.00	—	1½ T.	2—	8	8	48	4
Cable splicers' helpers, . . . . .	—	3.00	—	1½ T.	2—	8	8	48	4
Foremen, gang, . . . . .	—	4.75	—	1½ T.	2—	8	8	48	4
Foremen, sub, . . . . .	—	4.25	—	1½ T.	2—	8	8	48	4
Installers, private branch exchange, class A, . . . . .	—	4.25	—	1½ T.	2—	8	8	48	4
Installers, private branch exchange, class B, . . . . .	—	4.00	—	1½ T.	2—	8	8	48	4

<sup>1</sup> On September 2, 1917, rate was increased 25 cents a day.<sup>2</sup> On Sundays, time and one-half; on holidays, double time.<sup>3</sup> During 3 months, 4½ hours on Saturday, 4¼ hours a week.

TABLE 10. TELEPHONE AND TELEGRAPH SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Electrical Workers (Telephone Workers) — Con.</b>									
Worcester — Con.									
Installers, sub-station, class C, . . . . .	—	\$3.75	—	1½ T.	1—	8	8	48	4
Linemen, . . . . .	—	3.75	—	1½ T.	1—	8	8	48	4
Linemen, head, . . . . .	—	4.25	—	1½ T.	1—	8	8	48	4
Repairmen, central office, . . . . .	—	4.50	—	1½ T.	1—	8	8	48	4
Repairmen, line, . . . . .	—	4.25	—	1½ T.	1—	8	8	48	4
Repairmen, sub-station, class A, . . . . .	—	4.00	—	1½ T.	1—	8	8	48	4
Testmen, class "A" toll, . . . . .	—	5.00	—	1½ T.	1—	8	8	48	4
Testmen, class "B" toll, . . . . .	—	4.50	—	1½ T.	1—	8	8	48	4
Testmen, first class, . . . . .	—	4.50	—	1½ T.	1—	8	8	48	4
Testmen, senior, . . . . .	—	4.75	—	1½ T.	1—	8	8	48	4

<sup>1</sup> On Sundays, time and one-half; on holidays, double time.



TABLE 10. TELEPHONE AND TELEGRAPH SERVICE — CONTINUED.

**Telephone Employees.**

*General Note.* — The data with reference to telephone employees were compiled from information furnished by the New England Telephone and Telegraph Company as of July 1, 1917. In December, 1917, and again in February and March, 1918, the schedules of rates were revised, the changes representing in most instances advances in wages.

The rates shown on page 86 apply to all employees of the Company covered by the several schedules, irrespective of their connection with unions of their craft. In each of the following municipalities there is an organization of telephone operators: — Boston (also an organization of clerical telephone employees), Brockton, Concord, Fall River, Fitchburg, Framingham, Haverhill, Lawrence, Lowell, Lynn, New Bedford, Newburyport, North Adams, Pittsfield (including Great Barrington), Salem, Springfield, Taunton, and Worcester.

The exchanges were classified in five groups and a different wage schedule has been adopted for each group of exchanges. The exchanges in Massachusetts to which the several schedules apply are as follows:

<i>Schedule A, Boston, Metropolitan Division.</i>			
Brockton.	Holyoke.	Lynn.	Salem.
Fall River.	Lawrence.	New Bedford.	Springfield.
Haverhill.	Lowell.	Pittsfield.	Worcester.
<i>Schedule B.</i>			
Fitchburg.		North Adams.	
Framingham.		Northampton.	
Gloucester.		Taunton.	
Greenfield.			
<i>Schedule C.</i>			
Amesbury.	Danvers.	Marlborough.	Saugus.
Amherst.	Falmouth.	Middleborough.	Sharon.
Andover.	Franklin.	Milford.	Southbridge.
Athol.	Gardner.	Nahant.	Stoughton.
Ayer.	Hudson.	Natick.	Walpole.
Beverly.	Hyannis.	Newburyport.	Wareham.
Buzzards Bay.	Leominster.	Peabody.	Webster.
Chicopee.	Mansfield.	Plymouth.	Westfield.
Clinton.	Marblehead.	Rockland.	Whitman.
Concord.			
<i>Schedule D.</i>			
Beverly Farms.	Hamilton.	Nantucket.	Scituate.
Bridgewater.	Ipswich.	Orchard.	Ware.
Cotuit.	Lee.	Palmer.	Westborough.
Easthampton.	Manchester.	Rockport.	Winchendon.
Great Barrington.	Martha's Vineyard.		

The hours of labor for clerks are usually 48 per week (six days of eight hours each) and for operators range from 32 to 48 per week, varying according to exchanges and time of assignment. Student operators, operators, senior operators, and supervisors assigned to forenoon-evening or afternoon-evening tricks are paid \$1.00 more per week than day employees of corresponding service. Operators on "night, second half" assignments (10 P.M. to 7 A.M.) are paid \$2.00 per week more than day operators of corresponding service. Operators on "half night" assignments (10 P.M. to 7 A.M., sleeping 12.00 to 6 A.M.) are paid at the rate of day operators up to a maximum of \$10.00 (class B), \$9.50 (class C), and \$8.50 (class D). Operators are paid at the rate of time and one-half for overtime and Sundays and double time for holidays. Part-time operators receive \$0.15 per hour on assignment, \$0.16 at end of three months, \$0.17 at end of six months, and \$0.18 at end of 12 months.

TABLE 10. TELEPHONE AND TELEGRAPH SERVICE — CONTINUED.

OCCUPATIONS.	WEEKLY RATES OF WAGES — DAY ASSIGNMENTS <sup>1</sup>			
	Schedule A <sup>2</sup>	Schedule B <sup>2</sup>	Schedule C <sup>2</sup>	Schedule D <sup>2</sup>
<b>Telephone Employees.</b>				
<i>Clerks.<sup>1</sup></i>				
Clerks, chief, . . . . .	{ <sup>3</sup> \$14.00 17.00	{ —	{ —	{ —
Clerks, senior, . . . . .	{ <sup>3</sup> 10.00 15.00	{ —	{ <sup>3</sup> \$8.00 12.00	{ —
Clerks, . . . . .	{ <sup>3</sup> 9.00 14.00	{ <sup>3</sup> \$9.00 12.00	{ <sup>3</sup> 7.00 11.00	{ —
<i>Operators.<sup>1</sup></i>				
During training period (student), . . . . .	5.00	4.00	4.00	\$3.00
On assignment, student operator, . . . . .	6.00	6.00	6.00	6.00
At end of 3 months, . . . . .	7.00	7.00	6.50	6.50
At end of 6 months, . . . . .	—	—	7.00	7.00
At end of 8 months, . . . . .	8.00	8.00	—	—
At end of 9 months, . . . . .	—	—	7.50	7.50
At end of 1 year, . . . . .	9.00	8.50	8.00	8.00
At end of 1½ years, . . . . .	9.50	9.00	9.00	8.50
At end of 2 years, . . . . .	10.00	9.50	9.50	9.00
At end of 2½ years, . . . . .	10.50	10.00	10.00	—
At end of 3 years, . . . . .	11.00	10.50	10.50	9.50
At end of 3½ years, . . . . .	11.50	—	—	—
At end of 4 years, . . . . .	12.00	11.00	11.00	10.00
At end of 4½ years, . . . . .	—	—	—	—
At end of 5 years, . . . . .	12.50	11.50	—	—
At end of 5½ years, . . . . .	—	—	—	—
At end of 6 years, . . . . .	13.00	12.00	—	—
At end of 7 years, . . . . .	14.00	—	—	—
<i>Operators, Senior.<sup>1</sup></i>				
On assignment, <sup>3</sup> . . . . .	10.00	10.00	9.00	9.00
Maximum, <sup>3</sup> . . . . .	15.00	13.00	12.00	11.00
<i>Supervisors.<sup>1</sup></i>				
On assignment, <sup>3</sup> . . . . .	15.50	13.50	12.50	11.50
Maximum, <sup>3</sup> . . . . .	17.00	15.00	14.00	13.00

<sup>1</sup> See paragraph 4 of "General Note" on page 85.<sup>2</sup> See paragraph 3 of "General Note" on page 85.<sup>3</sup> An increase of \$0.50 per week is granted every six months until maximum salary is reached.

TABLE 10. TELEPHONE AND TELEGRAPH SERVICE — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Telegraphers, Commercial.</b>									
<b>Boston:</b>									
Brokers, . . . . .	-	-	{ \$30.50 35.00 }	Reg.	Reg.	8	8	48	-
Bureau points, . . . . .	-	-	37.50	-	-	-	-	-	-
International News Service, . . . . .	-	-	<sup>1</sup> 38.50	Reg.	Reg.	8	8	48	-
Newspapers, private, . . . . .	\$0.75	-	-	-	-	8	8	48	-
Postal Service, . . . . .	-	-	{ 11.00- 19.26 }	Reg.	Reg.	9	9	54	-
United Press, . . . . .	-	-	27.50	Reg.	Reg.	8½	8½	51	-
Western Union, . . . . .	-	-	{ 11.00- 25.00 }	Reg.	Reg.	8	8	48	-
<b>Springfield:</b>									
International News Service, . . . . .	-	-	26.50	-	-	7½	7½	45	-
Newspapers, associated, . . . . .	-	-	<sup>2</sup> 27.50	-	-	7½	7½	45	-
United Press (minimum office), . . . . .	-	-	25.00	-	-	8	8	48	-

<sup>1</sup> On November 15, 1917, rate was increased to \$40.50.<sup>2</sup> On September 1, 1917, rate was increased to \$30.

TABLE 11. THEATRICAL EMPLOYMENT.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY — <sup>1</sup>			OVERTIME <sup>2</sup>		HOURS OF LABOR <sup>1</sup>			
	Per- form- ance	Day	Week	Rate per Hour	Rate per Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
						Mon- day to Fri- day	Sat- urday		
<b>Carpenters (Combination Houses).</b>									
Boston, . . . . .	—	—	\$30.00	\$0.75	\$0.75	—	—	—	—
Fall River, . . . . .	—	—	<sup>3</sup> 22.00	—	<sup>4</sup> .50	—	—	—	—
Fitchburg, . . . . .	\$2.00	—	22.00	.50	.50	—	—	—	—
Haverhill, . . . . .	—	\$3.33 <sup>1</sup> / <sub>3</sub>	20.00	.50	.75	—	—	—	—
Holyoke, . . . . .	—	<sup>5</sup> 5.00	25.00	.50	.50	—	—	—	—
Lawrence, . . . . .	—	5.00	25.00	—	.75	—	—	—	—
Lowell, . . . . .	—	—	<sup>6</sup> 25.00	—	—	—	—	—	—
New Bedford, . . . . .	—	—	25.00	.50	1.00	—	—	—	—
North Adams, . . . . .	—	5.00	20.00	.50	<sup>7</sup> —	—	—	—	—
Northampton, . . . . .	—	4.00	20.00	.40	.80	—	—	—	—
Pittsfield, . . . . .	—	—	22.00	.75	1.00	—	—	—	—
Salem, . . . . .	—	—	25.00	.50	.75	—	—	—	—
Springfield, . . . . .	—	—	27.00	—	1.10	—	—	—	—
Taunton, . . . . .	—	—	22.50	.50	.50	—	—	—	—
Waltham, <sup>8</sup> . . . . .	—	4.00	22.00	.60	2 T.	—	—	—	—
Worcester, . . . . .	—	—	25.00	.50	<sup>9</sup> —	—	—	—	—
<b>Carpenters (Stock Theatres).</b>									
Boston, . . . . .	—	—	35.00	.75	.75	—	—	—	—
Brookton, . . . . .	—	—	21.00	.50	.75	—	—	—	—
Fall River, . . . . .	—	—	35.00	—	<sup>4</sup> .50	—	—	—	—
Fitchburg, . . . . .	2.00	—	25.00	<sup>10</sup> .50	<sup>10</sup> .50	—	—	—	—
Haverhill, . . . . .	—	4.16 <sup>2</sup> / <sub>3</sub>	25.00	.50	.75	—	—	—	—
Holyoke, . . . . .	—	<sup>5</sup> 5.00	25.00	.50	.50	—	—	—	—
Lawrence, . . . . .	—	—	30.00	—	.75	—	—	—	—
Lowell, . . . . .	—	—	<sup>6</sup> 30.00	—	—	—	—	—	—
Lynn, . . . . .	—	—	30.00	.50	.75	—	—	—	—
New Bedford, . . . . .	—	—	25.00	.50	1.00	—	—	—	—
Northampton, . . . . .	—	—	27.00	—	—	—	—	—	—
Pittsfield, . . . . .	—	—	28.00	.75	1.00	—	—	—	—
Springfield, . . . . .	—	—	27.00	—	1.10	—	—	—	—
Taunton, . . . . .	—	—	22.50	.50	.50	—	—	—	—
Waltham, . . . . .	—	—	30.00	.75	2 T.	—	—	—	—
Worcester, . . . . .	—	—	30.00	.50	2 T.	—	—	—	—
<b>Carpenters (Vaudeville Houses).</b>									
Boston, . . . . .	—	—	30.00	.75	.75	—	—	—	—
Brookton, . . . . .	—	—	21.00	.50	.75	—	—	—	—
Fall River, . . . . .	—	—	<sup>3</sup> 22.00	—	<sup>4</sup> .50	—	—	—	—
Fitchburg, . . . . .	2.00	—	20.00	.50	.50	—	—	—	—
Haverhill (small houses), . . . . .	—	3.33 <sup>1</sup> / <sub>3</sub>	20.00	.50	1 <sup>1</sup> / <sub>2</sub> T.	—	—	—	—

<sup>1</sup> With the exception of stationary firemen and moving picture operators there are no regular hours for employees in this classification. Wages are paid by the performance, by the day, or by the week, regardless of the number of hours worked. The three rates in the different localities are shown, where possible, but have no connection with each other, although entered on the same line for convenience.

<sup>2</sup> Overtime is any time worked before hour set for reporting at theatre, or after stage has been cleared after performance, or work on Sunday. Rates, when expressed in terms of money, represent rates per hour. Symbols signify as follows: Reg.= Regular time; 1<sup>1</sup>/<sub>2</sub> T.= One and one-half time; 2 T.= Double time.

<sup>3</sup> On September 1, 1917, rate was increased \$3 a week.

<sup>4</sup> On September 1, 1917, rate was increased to \$1 an hour.

<sup>5</sup> For work on Sunday.

<sup>6</sup> Rate effective September 1, 1917; former rate not stated.

<sup>7</sup> On holidays, regular rate; on Sundays, double time.

<sup>8</sup> Same rates apply in Framingham, Natick, and Newton.

<sup>9</sup> On Sunday, double time, except regular rate when putting on show.

<sup>10</sup> Per morning of 3 hours or less, 75 cents.

TABLE 11. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY —			OVERTIME		HOURS OF LABOR			
	Per- form- ance	Day	Week	Rate per Hour	Rate per Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
						Mon- day to Fri- day	Sat- urday		
<b>Carpenters (Vaudeville Houses) — Con.</b>									
Holyoke, . . . . .	—	<sup>1</sup> \$5 00	\$25.00	\$0.50	\$0.50	—	—	—	—
Lawrence, . . . . .	—	—	21.00	—	.75	—	—	—	—
Lowell, . . . . .	—	—	<sup>2</sup> 25.00	—	—	—	—	—	—
Lynn, . . . . .	—	—	30.00	.50	.75	—	—	—	—
Lynn (picture houses), . . . . .	—	—	36.00	.50	.75	—	—	—	—
New Bedford, . . . . .	—	—	25.00	.50	1.00	—	—	—	—
North Adams, . . . . .	—	5.00	20.00	.50	<sup>3</sup> —	—	—	—	—
Pittsfield, . . . . .	—	—	20.00	.75	1.00	—	—	—	—
Salem, . . . . .	—	—	18.00	.50	.75	—	—	—	—
Springfield, . . . . .	—	—	27.00	—	1.10	—	—	—	—
Taunton, . . . . .	—	—	22.50	.50	.50	—	—	—	—
Waltham, <sup>4</sup> . . . . .	—	4 00	22.00	.60	2 T.	—	—	—	—
Worcester, . . . . .	—	—	25.00	.50	2 T.	—	—	—	—
<b>Carpenters, Assistant (Combination Houses).</b>									
New Bedford, . . . . .	—	—	22.50	.50	1.00	—	—	—	—
Northampton, . . . . .	—	3.50	18.00	.30	.60	—	—	—	—
Waltham, <sup>4</sup> . . . . .	—	—	18.00	.50	2 T.	—	—	—	—
<b>Carpenters, Assistant (Stock Theatres).</b>									
Haverhill. . . . .	—	—	22.50	.50	.75	—	—	—	—
Lowell, . . . . .	—	—	<sup>2</sup> 25.00	—	—	—	—	—	—
New Bedford, . . . . .	—	—	22.50	.50	1 00	—	—	—	—
Northampton, . . . . .	—	—	23.00	—	—	—	—	—	—
Pittsfield, . . . . .	—	—	20.00	.75	1.00	—	—	—	—
Salem, . . . . .	—	—	20.00	.50	.75	—	—	—	—
Waltham, . . . . .	—	—	20.00	.50	2 T.	—	—	—	—
<b>Carpenters, Assistant (Vaudeville Houses).</b>									
New Bedford, . . . . .	—	—	22.50	.50	1.00	—	—	—	—
Waltham, <sup>4</sup> . . . . .	—	—	18.00	.50	2 T.	—	—	—	—
<b>Electricians (Combination Houses).</b>									
Boston, . . . . .	—	—	25.00	.75	.75	—	—	—	—
Fall River, . . . . .	\$1.50	—	—	—	<sup>5</sup> .50	—	—	—	—
Fitchburg, . . . . .	1.50	—	16.00	.50	.50	—	—	—	—
Holyoke, . . . . .	1.50	—	18.00	.50	.50	—	—	—	—
Lawrence . . . . .	1.50	—	18.00	—	.75	—	—	—	—
Lowell, . . . . .	<sup>2</sup> 1.50	—	—	—	—	—	—	—	—
New Bedford, . . . . .	—	—	22.50	.50	1.00	—	—	—	—
Northampton, . . . . .	—	3.50	18.00	.30	.60	—	—	—	—
Pittsfield, . . . . .	1.75	—	20.00	.75	1.00	—	—	—	—
Salem, . . . . .	—	—	21.00	.50	.75	—	—	—	—
Springfield, . . . . .	—	4.50	22 00	—	1.00	—	—	—	—

<sup>1</sup> Rate per day, except in moving picture houses where there is a vaudeville performance or a concert on Sunday, when \$7.50 is paid.

<sup>2</sup> Rate effective September 1, 1917; former rate not stated.

<sup>3</sup> On holidays, regular rate; on Sundays, double time.

<sup>4</sup> Same rates apply in Framingham, Natick, and Newton.

<sup>5</sup> On September 1, 1917, rate was increased to 75 cents.

TABLE 11. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY —			OVERTIME		HOURS OF LABOR			
	Per- form- ance	Day	Week	Rate per Hour	Rate per Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
						Mon- day to Fri- day	Sat- urday		
<b>Electricians (Combination Houses) — Con.</b>									
Taunton, . . . . .	—	—	\$18.00	\$0.50	\$0.50	—	—	—	—
Waltham, <sup>1</sup> . . . . .	—	—	20.00	.50	2 T.	—	—	—	—
Worcester, . . . . .	—	—	20.00	.50	2 —	—	—	—	—
<b>Electricians (Stock Theatres).</b>									
Boston, . . . . .	—	—	30.00	.75	.75	—	—	—	—
Fitchburg, . . . . .	\$1.50	—	16.00	<sup>3</sup> .50	<sup>3</sup> .50	—	—	—	—
Holyoke, . . . . .	1.50	—	18.00	.50	.50	—	—	—	—
Lawrence, . . . . .	1.50	—	18.00	—	.75	—	—	—	—
Lowell, . . . . .	<sup>4</sup> 1.50	—	—	—	—	—	—	—	—
Lynn, . . . . .	—	—	<sup>5</sup> 18.00	.50	.75	—	—	—	—
New Bedford, . . . . .	—	—	22.50	.50	1.00	—	—	—	—
Northampton, . . . . .	—	—	23.00	—	—	—	—	—	—
Pittsfield, . . . . .	1.75	—	22.00	.75	1.00	—	—	—	—
Salem, . . . . .	—	—	19.00	.50	.75	—	—	—	—
Springfield, . . . . .	—	\$4.50	22.00	—	1.00	—	—	—	—
Taunton, . . . . .	—	—	18.00	.50	.50	—	—	—	—
Waltham, . . . . .	—	—	22.00	.60	2 T.	—	—	—	—
Worcester, . . . . .	—	—	20.00	.50	2 T.	—	—	—	—
<b>Electricians (Vaudeville Houses).</b>									
Boston, . . . . .	—	—	25.00	.75	.75	—	—	—	—
Fitchburg, . . . . .	1.50	—	16.00	.50	.50	—	—	—	—
Holyoke, . . . . .	1.50	—	18.00	.50	.50	—	—	—	—
Lawrence, . . . . .	1.50	—	18.00	—	.75	—	—	—	—
Lowell, . . . . .	<sup>4</sup> 1.50	—	—	—	—	—	—	—	—
Lynn, . . . . .	—	—	24.00	.50	.75	—	—	—	—
New Bedford, . . . . .	—	—	22.50	.50	1.00	—	—	—	—
Springfield, . . . . .	—	4.50	22.00	—	1.00	—	—	—	—
Taunton, . . . . .	—	—	18.00	.50	.50	—	—	—	—
Waltham, <sup>1</sup> . . . . .	—	—	20.00	.50	2 T.	—	—	—	—
Worcester, . . . . .	—	—	20.00	.50	2 T.	—	—	—	—
<b>Firemen, Stationary.</b>									
Worcester, . . . . .	—	—	{ 18.00 } 20.00 }	—	—	8	8	48	—
<b>Flymen (Combination Houses).</b>									
Boston, . . . . .	2.00	—	—	.50	.50	—	—	—	—
Fall River, . . . . .	1.50	—	—	—	<sup>6</sup> .50	—	—	—	—
Fitchburg, . . . . .	1.50	—	15.00	.50	.50	—	—	—	—
Haverhill, . . . . .	1.50	3.00	18.00	.50	.75	—	—	—	—
Holyoke, . . . . .	1.50	—	18.00	.50	.50	—	—	—	—
Lowell, . . . . .	<sup>4</sup> 1.50	—	—	—	—	—	—	—	—
New Bedford, . . . . .	—	—	18.00	.50	1.00	—	—	—	—
North Adams, . . . . .	—	—	16.50	.50	7 —	—	—	—	—
Northampton, . . . . .	1.00	—	—	.30	.60	—	—	—	—
Northampton (head), . . . . .	1.50	—	15.00	.30	.60	—	—	—	—
Pittsfield, . . . . .	1.50	—	—	.75	1.00	—	—	—	—

<sup>1</sup> Same rates apply in Framingham, Natick, and Newton.<sup>2</sup> On Sunday, double time, except regular rate when putting on show.<sup>3</sup> Per morning of 3 hours or less, 75 cents.<sup>4</sup> Rate effective September 1, 1917; former rate not stated.<sup>5</sup> On September 1, 1917, rate was increased to \$22 a week.<sup>6</sup> On September 1, 1917, rate was increased to 75 cents.<sup>7</sup> On holidays, regular rate; on Sundays, double time.

TABLE 11. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY —			OVERTIME		HOURS OF LABOR			
	Per- form- ance	Day	Week	Rate per Hour	Rate per Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
						Mon- day to Fri- day	Sat- urday		
Flymen (Combination Houses) — Con.									
Salem, . . . . .	—	—	\$15 00	\$0.50	\$1.75	—	—	—	—
Springfield, . . . . .	\$2.00	—	20.00	.50	1.00	—	—	—	—
Taunton, . . . . .	—	—	16.00	.50	.50	—	—	—	—
Waltham, <sup>1</sup> . . . . .	—	—	18.00	.50	2 T.	—	—	—	—
Worcester, . . . . .	1.50	—	20.00	.50	2 —	—	—	—	—
Flymen (Stock Theatres).									
Boston, . . . . .	—	—	20.00	.50	.50	—	—	—	—
Fall River, . . . . .	—	—	20.00	—	\$ .50	—	—	—	—
Fitchburg, . . . . .	1.50	—	15.00	4.50	4.50	—	—	—	—
Haverhill, . . . . .	1.50	\$3.00	18.00	.50	.75	—	—	—	—
Holyoke, . . . . .	1.50	—	18.00	.50	.50	—	—	—	—
Lowell, . . . . .	<sup>5</sup> 1.50	—	—	—	—	—	—	—	—
Lynn, . . . . .	<sup>6</sup> 1.50	—	18.00	.50	7.75	—	—	—	—
New Bedford, . . . . .	—	—	18.00	.50	1.00	—	—	—	—
Northampton, . . . . .	1.00	—	—	—	—	—	—	—	—
Northampton (head), . . . . .	1.50	—	15.00	—	—	—	—	—	—
Pittsfield, . . . . .	1.50	—	—	.75	1.00	—	—	—	—
Salem, . . . . .	—	—	15.00	.50	.75	—	—	—	—
Springfield, . . . . .	2.00	—	20.00	.50	1.00	—	—	—	—
Taunton, . . . . .	—	—	16.00	.50	.50	—	—	—	—
Waltham, . . . . .	—	—	18.00	.50	2 T.	—	—	—	—
Worcester, . . . . .	—	—	20.00	.50	2 T.	—	—	—	—
Flymen (Vaudeville Houses).									
Boston, . . . . .	—	—	20.00	.50	.50	—	—	—	—
Fall River, . . . . .	—	—	<sup>8</sup> 17.00	—	\$ .50	—	—	—	—
Fitchburg, . . . . .	1.50	—	15.00	.50	.50	—	—	—	—
Haverhill (small houses), . . . . .	—	2.80	16.80	.50	1½ T.	—	—	—	—
Holyoke, . . . . .	1.50	—	18.00	.50	.50	—	—	—	—
Lowell, . . . . .	<sup>5</sup> 1.50	—	—	—	—	—	—	—	—
Lynn, . . . . .	—	—	24.00	.50	.75	—	—	—	—
New Bedford, . . . . .	—	—	18.00	.50	1.00	—	—	—	—
North Adams, . . . . .	—	—	16.50	.50	<sup>9</sup> —	—	—	—	—
Pittsfield, . . . . .	1.50	—	—	.75	1.00	—	—	—	—
Salem, . . . . .	—	—	15.00	.50	.75	—	—	—	—
Springfield, . . . . .	2.00	—	20.00	.50	1.00	—	—	—	—
Taunton, . . . . .	—	—	16.00	.50	.50	—	—	—	—
Waltham, <sup>1</sup> . . . . .	—	—	18.00	.50	2 T.	—	—	—	—
Worcester, . . . . .	—	—	20.00	.50	2 T.	—	—	—	—
Grips (Combination Houses).									
Boston, . . . . .	1.75	—	—	.50	.50	—	—	—	—
Fall River, . . . . .	1.50	—	—	—	\$ .50	—	—	—	—
Fitchburg, . . . . .	1.50	—	15.00	.50	.50	—	—	—	—
Haverhill, . . . . .	1.50	3.00	18.00	.50	.75	—	—	—	—
Holyoke, . . . . .	1.50	—	18.00	.50	.50	—	—	—	—

<sup>1</sup> Same rates apply in Framingham, Natick, and Newton.

<sup>2</sup> On Sunday, double time, except regular rate when putting on show.

<sup>3</sup> On September 1, 1917, rate was increased to 75 cents.

<sup>4</sup> Per morning of 3 hours or less, 75 cents.

<sup>5</sup> Rate effective September 1, 1917; former rate not stated.

<sup>6</sup> On September 1, 1917, rate was increased to \$1.75 a performance.

<sup>7</sup> For a performance on Sunday, \$3.

<sup>8</sup> On September 1, 1917, rate was increased to \$18 a week.

<sup>9</sup> On holidays, regular rate; on Sundays, double time.

TABLE 11. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY —			OVERTIME		HOURS OF LABOR			
	Per- form- ance	Day	Week	Rate per Hour	Rate per Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
						Mon- day to Fri- day	Sat- urday		
<b>Grips (Combination Houses) — Con.</b>									
Lawrence, . . . . .	\$1.75	—	—	—	1½ T.	—	—	—	—
Lowell, . . . . .	<sup>1</sup> 1.50	—	—	—	—	—	—	—	—
New Bedford, . . . . .	—	—	\$18.00	\$0.50	\$1.00	—	—	—	—
North Adams, . . . . .	1.50	—	—	.50	2 —	—	—	—	—
Northampton, . . . . .	1.00	—	—	.30	.60	—	—	—	—
Pittsfield, . . . . .	1.50	—	—	.75	1.00	—	—	—	—
Salem, . . . . .	—	—	15.00	.50	.75	—	—	—	—
Springfield, . . . . .	1.75	—	18.00	.50	1.00	—	—	—	—
Taunton, . . . . .	—	—	16.00	.50	.50	—	—	—	—
Waltham, <sup>3</sup> . . . . .	—	—	17.00	.50	2 T.	—	—	—	—
Worcester, . . . . .	1.50	—	20.00	.50	4 —	—	—	—	—
<b>Grips (Stock Theatres).</b>									
Boston, . . . . .	1.50	—	20.00	.50	.50	—	—	—	—
Brockton, . . . . .	—	—	16.00	.50	.75	—	—	—	—
Fall River, . . . . .	—	—	20.00	—	<sup>5</sup> .50	—	—	—	—
Fitchburg, . . . . .	1.50	—	15.00	<sup>6</sup> .50	<sup>6</sup> .50	—	—	—	—
Haverhill, . . . . .	1.50	\$3.00	18.00	.50	.75	—	—	—	—
Holyoke, . . . . .	1.50	—	18.00	.50	.50	—	—	—	—
Lawrence, . . . . .	1.50	—	18.00	—	—	—	—	—	—
Lowell, . . . . .	<sup>1</sup> 1.50	—	—	—	—	—	—	—	—
Lynn, . . . . .	<sup>7</sup> 1.50	—	18.00	.50	<sup>8</sup> .75	—	—	—	—
New Bedford, . . . . .	—	—	18.00	.50	1.00	—	—	—	—
Northampton, . . . . .	1.00	—	—	—	—	—	—	—	—
Pittsfield, . . . . .	1.50	—	—	.75	1.00	—	—	—	—
Salem, . . . . .	—	—	15.00	.50	.75	—	—	—	—
Springfield, . . . . .	1.75	—	18.00	.50	1.00	—	—	—	—
Taunton, . . . . .	—	—	16.00	.50	.50	—	—	—	—
Waltham, . . . . .	—	—	17.00	.50	2 T.	—	—	—	—
Worcester, . . . . .	—	—	20.00	.50	2 T.	—	—	—	—
<b>Grips (Vaudeville Houses).</b>									
Boston, . . . . .	—	—	20.00	.50	.50	—	—	—	—
Brockton, . . . . .	—	—	16.00	.50	.75	—	—	—	—
Fall River, . . . . .	—	—	<sup>9</sup> 17.00	—	<sup>9</sup> .50	—	—	—	—
Fitchburg, . . . . .	1.50	—	15.00	.50	.50	—	—	—	—
Haverhill (small houses), . . . . .	—	2.80	16.80	.50	1½ T.	—	—	—	—
Holyoke, . . . . .	1.50	—	18.00	.50	.50	—	—	—	—
Lowell, . . . . .	<sup>1</sup> 1.50	—	—	—	—	—	—	—	—
Lynn, . . . . .	—	—	24.00	.50	.75	—	—	—	—
New Bedford, . . . . .	—	—	18.00	.50	1.00	—	—	—	—
North Adams, . . . . .	1.50	—	—	.50	2 —	—	—	—	—
Pittsfield, . . . . .	1.50	—	—	.75	1.00	—	—	—	—
Salem, . . . . .	—	—	15.00	.50	.75	—	—	—	—
Springfield, . . . . .	1.75	—	18.00	.50	1.00	—	—	—	—
Taunton, . . . . .	—	—	16.00	.50	.50	—	—	—	—
Waltham, <sup>3</sup> . . . . .	—	—	16.00	.50	2 T.	—	—	—	—
Worcester, . . . . .	—	—	20.00	.50	2 T.	—	—	—	—

<sup>1</sup> Rate effective September 1, 1917; former rate not stated.<sup>2</sup> On holidays, regular rate; on Sundays, double time.<sup>3</sup> Same rates apply in Framingham, Natick, and Newton.<sup>4</sup> On Sunday, double time, except regular rate when putting on show.<sup>5</sup> On September 1, 1917, rate was increased to 75 cents.<sup>6</sup> Per morning of 3 hours or less, 75 cents.<sup>7</sup> On September 1, 1917, rate was increased to \$1.75 a performance.<sup>8</sup> For a performance on Sunday, \$3.<sup>9</sup> On September 1, 1917, rate was increased to \$18 a week.



TABLE 11. THEATRICAL EMPLOYMENT—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY —			OVERTIME		HOURS OF LABOR			
	Per- form- ance	Day	Week	Rate per Hour	Rate per Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
						Mon- day to Fri- day	Sat- urday		
<b>Lighting Operators (Combination Houses).</b>									
Boston:									
Bridge and stage,	\$1.75	—	\$12.00	\$0.50	\$0.50	—	—	—	—
Flying bridge,	2.50	—	—	.50	.50	—	—	—	—
Front,	2.00	—	14.00	.50	.50	—	—	—	—
Fall River,	1.50	—	—	—	1.50	—	—	—	—
Haverhill (bridge and front),	1.50	\$3.00	18.00	—	1½ T.	—	—	—	—
Haverhill (stage),	1.50	—	—	—	1½ T.	—	—	—	—
Holyoke,	1.50	—	—	.50	.50	—	—	—	—
Lawrence,	1.50	—	—	—	—	—	—	—	—
Lowell,	1.50	—	—	—	—	—	—	—	—
New Bedford,	1.50	—	—	.50	1.00	—	—	—	—
North Adams (bridge and front),	1.50	—	—	.50	3 —	—	—	—	—
Northampton (front),	1.50	—	—	.30	.60	—	—	—	—
Northampton (stage),	1.00	—	—	.30	.60	—	—	—	—
Pittsfield (front),	1.75	—	—	.75	1.00	—	—	—	—
Pittsfield (stage),	1.50	—	—	.75	1.00	—	—	—	—
Salem (bridge and stage),	—	—	15.00	.50	.75	—	—	—	—
Salem (front),	—	—	18.00	.50	.75	—	—	—	—
Springfield,	1.50	—	—	.50	1.00	—	—	—	—
Taunton (front and stage),	—	—	16.00	.50	.50	—	—	—	—
Worcester (picture houses, front),	1.50	—	—	—	—	—	—	—	—
Worcester (picture houses, stage),	1.25	—	—	—	—	—	—	—	—
<b>Lighting Operators (Stock Theatres).</b>									
Boston:									
Bridge and stage),	1.50	—	—	.50	.50	—	—	—	—
Boston (front),	1.50	—	14.00	.50	.50	—	—	—	—
Haverhill (bridge and front),	1.50	3.00	18.00	—	1½ T.	—	—	—	—
Haverhill (stage),	1.50	—	—	—	1½ T.	—	—	—	—
Holyoke,	1.50	—	—	.50	.50	—	—	—	—
Lawrence,	1.50	—	—	—	—	—	—	—	—
Lowell,	1.50	—	—	—	—	—	—	—	—
New Bedford,	1.50	—	—	.50	1.00	—	—	—	—
Northampton,	1.00	—	—	—	—	—	—	—	—
Pittsfield (front),	1.75	—	—	.75	1.00	—	—	—	—
Pittsfield (stage),	1.50	—	—	.75	1.00	—	—	—	—
Salem (bridge and stage),	—	—	15.00	.50	.75	—	—	—	—
Salem (front),	—	—	18.00	.50	.75	—	—	—	—
Springfield,	1.50	—	—	.50	1.00	—	—	—	—
Taunton (front and stage),	—	—	16.00	.50	.50	—	—	—	—
<b>Lighting Operators (Vaudeville Houses).</b>									
Boston:									
Bridge and stage),	1.75	—	18.00	.50	.50	—	—	—	—
Boston (front),	2.00	—	21.00	.50	.50	—	—	—	—
Haverhill (bridge and front),	1.50	3.00	18.00	—	1½ T.	—	—	—	—
Haverhill (stage),	1.50	—	—	—	1½ T.	—	—	—	—
Holyoke,	1.50	—	—	.50	.50	—	—	—	—
Lawrence,	1.50	—	—	—	—	—	—	—	—
Lowell,	1.50	—	—	—	—	—	—	—	—
New Bedford,	1.50	—	—	.50	1.00	—	—	—	—
North Adams (bridge and front),	1.50	—	—	.50	3 —	—	—	—	—
Pittsfield (front),	1.75	—	—	.75	1.00	—	—	—	—
Pittsfield (stage),	1.50	—	—	.75	1.00	—	—	—	—
Salem (bridge and stage),	—	—	15.00	.50	.75	—	—	—	—
Salem (front),	—	—	18.00	.50	.75	—	—	—	—
Springfield,	1.50	—	—	.50	1.00	—	—	—	—
Taunton (front and stage),	—	—	16.00	.50	.50	—	—	—	—

<sup>1</sup> On September 1, 1917, rate was increased to 75 cents.

<sup>2</sup> Rate effective September 1, 1917; former rate not stated.

<sup>3</sup> On holidays, regular rate; on Sundays, double time.

TABLE 11. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY —			OVERTIME		HOURS OF LABOR			
	Per- form- ance	Day	Week	Rate per Hour	Rate per Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
						Mon- day to Fri- day	Sat- urday		
<b>Moving Picture Operators.</b>									
Boston (Union A), . . . . .	-	-	<sup>1</sup> \$20.00	<sup>2</sup> \$0.75	<sup>2</sup> \$0.75	7	7	<sup>3</sup> 42	-
Boston (Union B), . . . . .	-	\$3.00	21.00	-	-	7	7	49	-
Brockton, . . . . .	<sup>4</sup> -	<sup>5</sup> 4.00	20.00	.75	.75	6	6	36	-
Fall River, . . . . .	-	-	<sup>6</sup> 20.00	.75	.75	7	7	<sup>6</sup> 42	-
Fitchburg:									
Operators (six nights and one matinee), . . . . .	\$3.00	-	16.00	1.00	1.00	3	3	21	-
Picture houses (head operators), . . . . .	3.00	-	22.00	1.00	1.00	6	6	36	-
Picture houses (operators), . . . . .	3.00	-	20.00	1.00	1.00	6	6	36	-
Vaudeville houses, . . . . .	3.00	-	20.00	1.00	1.00	6	6	36	-
Holyoke, . . . . .	<sup>7</sup> -	3.66 <sup>2</sup> / <sub>3</sub>	22.00	.75	1.00	6	6	36	-
Holyoke (six nights and one matinee), . . . . .	<sup>7</sup> -	-	18.00	.75	1.00	3	3	21	-
Lawrence, . . . . .	-	<sup>8</sup> 3.15	<sup>8</sup> 23.05	.75	.75	6	7	<sup>8</sup> 44	-
Lowell, . . . . .	-	3.50	<sup>9</sup> 21.00	.75	.75	6	7	<sup>9</sup> 37	-
Lynn, . . . . .	-	-	20.00	.50	.75	-	-	-	-
New Bedford, . . . . .	-	3.50	<sup>10</sup> 21.00	Reg.	Reg.	6	6	<sup>10</sup> 36	-
North Adams, . . . . .	-	-	20.00	1½ T.	2 T.	-	-	-	-
Northampton (picture houses, two shows daily), . . . . .	-	-	<sup>10</sup> 18.00	.50	.75	7	7	<sup>10</sup> 42	-
Salem, <sup>11</sup> . . . . .	-	-	20.00	.50	.75	-	-	-	-
Springfield: <sup>12</sup>									
Operators (two daily performances):									
Theatres seating over 1,000, . . . . .	-	-	25.00	.75	1.00	6	6	36	-
Theatres seating 1,000 or less, . . . . .	-	-	24.00	.75	1.00	6	6	36	-
Straight stock, . . . . .	-	-	22.00	.75	1.00	6	6	36	-
Straight vaudeville, . . . . .	-	-	25.00	.75	1.00	6	6	36	-
Operators (continuous performance):									
Theatres seating over 1,000, . . . . .	-	-	24.00	.75	1.00	9-12	9-12	-	-
Theatres seating over 1,000, . . . . .	-	-	23.00	.75	1.00	6-9	6-9	-	-
Theatres seating 1,000 or less, . . . . .	-	-	23.00	.75	1.00	9-12	9-12	-	-
Theatres seating 1,000 or less, . . . . .	-	-	21.00	.75	1.00	6-9	6-9	-	-
Straight vaudeville, . . . . .	-	-	23.00	.75	1.00	6-10	6-10	-	-
Operators (six nights and one matinee), . . . . .	-	<sup>13</sup> 4.00	18.00	<sup>13</sup> 1.50	1.00	3	3	21	-

<sup>1</sup> On September 1, 1917, rate was increased \$4 a week.

<sup>2</sup> On September 1, 1917, rate was increased to \$1 an hour.

<sup>3</sup> When 47 hours comprise a week's work (5 hours or less on Sunday evening), men receive \$4 more.

<sup>4</sup> For special performances on Sundays and holidays, men receive \$5.

<sup>5</sup> Where machine must be set up, men receive \$5.

<sup>6</sup> For 2 performances on Sunday (6½ hours) receive \$6 more; for 1 performance, \$3.50 (afternoon, 2½ hours; or evening, 4 hours).

<sup>7</sup> For special performances on Sundays and holidays, \$6; on other days, \$5.

<sup>8</sup> Work 7 hours on Sunday, for which \$4.15 is paid.

<sup>9</sup> When 7 hours is worked on Sunday or a holiday (44 hours a week), \$4 is paid.

<sup>10</sup> For work on Sunday, \$5 is paid for 6 hours.

<sup>11</sup> Same rates apply in Lynn.

<sup>12</sup> The rates for Springfield became effective on September 1, 1917, and represent, in most instances, material increases over prior rates.

<sup>13</sup> For a single evening performance, \$4 and car fares; for a single matinee, \$1.50.

TABLE 11. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY —			OVERTIME		HOURS OF LABOR			
	Per- form- ance	Day	Week	Rate per Hour	Rate per Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
						Mon- day to Fri- day	Sat- urday		
<b>Moving Picture Operators</b> — Con.									
Taunton, . . . . .	\$2 00	—	\$20.00	\$1.75	\$0.75	6	6	36	—
Waltham, . . . . .	—	—	20.00	.75	—	—	—	—	—
Worcester, . . . . .	—	<sup>1</sup> \$4.00	24.00	2.50	—	6	6	36	—
<b>Property men (Combination Houses).</b>									
Boston, . . . . .	—	—	25.00	.75	.75	—	—	—	—
Fall River, . . . . .	—	—	<sup>2</sup> 17.00	—	4.50	—	—	—	—
Fitchburg, . . . . .	1.75	—	17.50	.50	.50	—	—	—	—
Haverhill, . . . . .	—	3.00	18.00	.50	.75	—	—	—	—
Holyoke, . . . . .	—	<sup>3</sup> 3.50	20.00	.50	.50	—	—	—	—
Lawrence, . . . . .	—	—	20.00	—	.75	—	—	—	—
Lowell, . . . . .	—	—	<sup>6</sup> 20.00	—	—	—	—	—	—
New Bedford, . . . . .	—	—	22.50	.50	1.00	—	—	—	—
North Adams, . . . . .	—	4.00	18.00	.50	7 —	—	—	—	—
Northampton, . . . . .	—	3.50	18.00	.30	.60	—	—	—	—
Pittsfield, . . . . .	—	5.00	20.00	.75	1.00	—	—	—	—
Salem, . . . . .	—	—	17.00	.50	.75	—	—	—	—
Springfield, . . . . .	—	4.50	22.00	.50	1.00	—	—	—	—
Taunton, . . . . .	—	—	18.00	.50	.50	—	—	—	—
Waltham, <sup>8</sup> . . . . .	—	—	18.00	.50	2 T.	—	—	—	—
Worcester, . . . . .	—	—	29.00	.50	9 —	—	—	—	—
<b>Property men (Stock Theatres).</b>									
Boston, . . . . .	—	—	30.00	.75	.75	—	—	—	—
Brockton, . . . . .	—	—	16.00	.50	.75	—	—	—	—
Fall River, . . . . .	—	—	25.00	—	4.50	—	—	—	—
Fitchburg, . . . . .	1.75	—	17.50	<sup>10</sup> .50	<sup>10</sup> .50	—	—	—	—
Haverhill, . . . . .	—	3.50	21.00	.50	.75	—	—	—	—
Holyoke, . . . . .	—	3.50	20.00	.50	.50	—	—	—	—
Lawrence, . . . . .	—	—	25.00	—	.75	—	—	—	—
Lowell, . . . . .	—	—	<sup>6</sup> 25.00	—	—	—	—	—	—
Lynn, . . . . .	—	—	<sup>11</sup> 18.00	.50	.75	—	—	—	—
New Bedford, . . . . .	—	—	22.50	.50	1.00	—	—	—	—
Northampton, . . . . .	—	—	20.00	—	—	—	—	—	—
Pittsfield, . . . . .	—	—	22.00	.75	1.00	—	—	—	—
Salem, . . . . .	—	—	19.00	.50	.75	—	—	—	—
Springfield, . . . . .	—	4.50	22.00	.50	1.00	—	—	—	—
Taunton, . . . . .	—	—	18.00	.50	.50	—	—	—	—
Waltham, . . . . .	—	—	20.00	.50	2 T.	—	—	—	—
Worcester, . . . . .	—	—	22.00	.50	2 T.	—	—	—	—
<b>Property men (Vaudeville Houses).</b>									
Boston, . . . . .	—	—	20.00	.75	.75	—	—	—	—
Brockton, . . . . .	—	—	15.00	.50	.75	—	—	—	—
Fall River, . . . . .	—	—	<sup>3</sup> 17.00	—	4.50	—	—	—	—

<sup>1</sup> Where machine must be set up, men receive \$5.

<sup>2</sup> Regular rate when running machine.

<sup>3</sup> On September 1, 1917, rate was increased \$3 a week.

<sup>4</sup> On September 1, 1917, rate was increased to 75 cents.

<sup>5</sup> For work on Sunday.

<sup>6</sup> Rate effective September 1, 1917; former rate not stated.

<sup>7</sup> On holidays, regular rate; on Sundays, double time.

<sup>8</sup> Same rates apply in Framingham, Natick, and Newton.

<sup>9</sup> On Sunday, double time, except regular rate when putting on show.

<sup>10</sup> Per morning of 3 hours or less, 75 cents.

<sup>11</sup> On September 1, 1917, rate was increased \$4 a week.

TABLE 11. THEATRICAL EMPLOYMENT — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY —			OVERTIME		HOURS OF LABOR			
	Per- form- ance	Day	Week	Rate per Hour	Rate per Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
						Mon- day to Fri- day	Sat- urday		
<b>Property men (Vaudeville Houses) — Con.</b>									
Fitchburg, . . . . .	\$1.75	—	\$17.50	\$0.50	\$0.50	—	—	—	—
Haverhill (small houses), . . . . .	—	\$3.00	18.00	.50	1½ T.	—	—	—	—
Holyoke, . . . . .	—	1 3.50	20.00	.50	.50	—	—	—	—
Lawrence, . . . . .	—	—	20.00	—	.75	—	—	—	—
Lowell, . . . . .	—	—	2 20.00	—	—	—	—	—	—
Lynn, . . . . .	—	—	24.00	.50	.75	—	—	—	—
New Bedford, . . . . .	—	—	22.50	.50	1.00	—	—	—	—
North Adams, . . . . .	—	4.00	18.00	.50	3 —	—	—	—	—
Pittsfield, . . . . .	—	—	17.00	.75	1.00	—	—	—	—
Salem, . . . . .	—	—	15.00	.50	.75	—	—	—	—
Springfield, . . . . .	—	4.50	22.00	.50	1.00	—	—	—	—
Taunton, . . . . .	—	—	18.00	.50	.50	—	—	—	—
Waltham, <sup>4</sup> . . . . .	—	—	18.00	.50	2 T.	—	—	—	—
Worcester, . . . . .	—	—	20.00	.50	2 T.	—	—	—	—
<b>Property men, Assistant (Combination Houses).</b>									
Boston, . . . . .	.75	—	10.00	.30	.30	—	—	—	—
Fitchburg, . . . . .	.50	—	8.00	.50	.50	—	—	—	—
New Bedford, . . . . .	—	—	18.00	.50	1.00	—	—	—	—
Waltham, <sup>4</sup> . . . . .	—	—	9.00	.25	2 T.	—	—	—	—
<b>Property men, Assistant (Stock Theatres).</b>									
Boston, . . . . .	—	—	15.00	.30	.30	—	—	—	—
Fitchburg, . . . . .	.50	—	8.00	.50	.50	—	—	—	—
Haverhill, . . . . .	—	3.16½	19.00	.50	.75	—	—	—	—
Lawrence, . . . . .	—	—	18.00	—	.75	—	—	—	—
Lynn, . . . . .	—	—	15.00	.50	.75	—	—	—	—
New Bedford, . . . . .	—	—	18.00	.50	1.00	—	—	—	—
Springfield, . . . . .	—	—	14.00	.50	1.00	—	—	—	—
Waltham, . . . . .	—	—	10.00	.30	2 T.	—	—	—	—
<b>Property men, Assistant (Vaudeville Houses).</b>									
Boston, . . . . .	—	—	13.00	.30	.30	—	—	—	—
Fitchburg, . . . . .	.50	—	8.00	.50	.50	—	—	—	—
Lawrence, . . . . .	—	—	18.00	—	.75	—	—	—	—
Lynn, . . . . .	—	—	15.00	.50	.75	—	—	—	—
New Bedford, . . . . .	—	—	18.00	.50	1.00	—	—	—	—
Waltham, <sup>4</sup> . . . . .	—	—	9.00	.25	2 T.	—	—	—	—

<sup>1</sup> Rate per day, except in moving picture houses where there is a vaudeville performance or a concert on Sunday, when \$4 is paid.

<sup>2</sup> Rate effective September 1, 1917; former rate not stated.

<sup>3</sup> On holidays, regular rate; on Sundays, double time.

<sup>4</sup> Same rates apply in Framingham, Natick, and Newton.

<sup>5</sup> Per morning of 3 hours or less, 75 cents.

TABLE 12. WOOD WORKING AND UPHOLSTERING.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES						HOURS OF LABOR			
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday			
Boxmakers.										
Boston (cigar boxes):										
Compositors (wood printing), . . . . .	-	-	\$20.00	1½ T.	1½ T.	8½	4½	48	12	
Embossers, . . . . .	-	-	18.00	1½ T.	1½ T.	8½	4½	48	12	
Foremen, . . . . .	-	-	22.00	1½ T.	1½ T.	8½	4½	48	12	
Hingers, . . . . .	-	-	16.00	1½ T.	1½ T.	8½	4½	48	12	
Nailers (bench), . . . . .	-	-	17.00	1½ T.	1½ T.	8½	4½	48	12	
Nailers (bottom), . . . . .	-	-	16.00	1½ T.	1½ T.	8½	4½	48	12	
Nailers (frame), . . . . .	-	-	16.00	1½ T.	1½ T.	8½	4½	48	12	
Nailers (single), . . . . .	-	-	17.00	1½ T.	1½ T.	8½	4½	48	12	
Nailers (top), . . . . .	-	-	15.00	1½ T.	1½ T.	8½	4½	48	12	
Planers, . . . . .	-	-	18.00	1½ T.	1½ T.	8½	4½	48	12	
Printers, . . . . .	-	-	18.00	1½ T.	1½ T.	8½	4½	48	12	
Sawyers, . . . . .	-	-	18.00	1½ T.	1½ T.	8½	4½	48	12	
Shippers, . . . . .	-	-	16.00	1½ T.	1½ T.	8½	4½	48	12	
Trimmers, . . . . .	-	-	18.00	1½ T.	1½ T.	8½	4½	48	12	
Woodpickers, . . . . .	-	-	16.00	1½ T.	1½ T.	8½	4½	48	12	
Holyoke (nailers), . . . . .	\$0.30	-	-	2 T.	2 T.	9	5	50	12	
Holyoke (sawyers), . . . . .	.35	-	-	2 T.	2 T.	9	5	50	12	
Lawrence:										
Helpers, . . . . .	-	-	15.00	1½ T.	1½ T.	8½	4½	48	12	
Nailers, . . . . .	-	-	18.00	1½ T.	1½ T.	8½	4½	48	12	
Planers, . . . . .	-	-	18.00	1½ T.	1½ T.	8½	4½	48	12	
Sawyers, . . . . .	-	-	18.00	1½ T.	1½ T.	8½	4½	48	12	
Carpenters.										
Apprentices.										
Fall River (Union B):										
First year, . . . . .	-	\$1.00	-	1½ T.	2 T.	8	4	44	12	
Second year, . . . . .	-	2.00	-	1½ T.	2 T.	8	4	44	12	
Third year, . . . . .	-	3.00	-	1½ T.	2 T.	8	4	44	12	
Lynn:										
First year, . . . . .	-	-	10.00	-	-	8	4	44	12	
Second year, . . . . .	-	-	12.00	-	-	8	4	44	12	
Third year, . . . . .	-	-	15.00	-	-	8	4	44	12	
Fourth year, . . . . .	-	-	18.00	-	-	8	4	44	12	
Bench Hands.										
Boston (Unions A and B), . . . . .	.50	-	-	2 T.	2 T.	8	4	44	12	
Boston (Union C), . . . . .	.65	5.20	26.00	2 T.	2 T.	8	2 -	40	2 -	
Lowell, . . . . .	.35	-	16.80	1½ T.	1½ T.	8½	4½	48	12	
Lynn, . . . . .	.50	-	-	-	-	8	4	44	12	
Newton, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Northampton, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Springfield, . . . . .	-	-	18.00	1½ T.	2 T.	8½	4½	48	12	
Worcester, . . . . .	.35	-	-	1½ T.	2 T.	8½	4½	48	12	
Cabinet Makers.										
Boston (Unions A and B), . . . . .	.50	-	-	2 T.	2 T.	8	4	44	12	
Framingham, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Lenox, . . . . .	.53	4.24	23.32	1½ T.	2 T.	8	4	44	12	
Lowell, . . . . .	.35	-	16.80	1½ T.	1½ T.	8½	4½	48	12	
Lynn, . . . . .	.50	-	-	-	-	8	4	44	12	
Northampton, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Salem, . . . . .	.50	-	-	2 T.	2 T.	8	4	44	12	
Springfield (first class), . . . . .	-	-	18.00	1½ T.	2 T.	8½	4½	48	12	
Worcester, . . . . .	.35	-	-	1½ T.	2 T.	8½	4½	48	12	
Finishers.										
Boston (Union C), . . . . .	.65	5.20	26.00	2 T.	2 T.	8	2 -	40	2 -	

<sup>1</sup> Symbols signify as follows: Reg.=Regular rate; 1½ T.=One and one-quarter time; 1½ T.=One and one-half time; 2 T.=Double time.

<sup>2</sup> Work 5 days a week; no work on Saturday.

TABLE 12. WOOD WORKING AND UPHOLSTERING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Carpenters — Con.</b>									
<i>Helpers.</i>									
Holyoke, . . . . .	\$0.35	—	—	2 T.	2 T.	9	5	50	12
Springfield, . . . . .	—	—	\$12.00	1½ T.	2 T.	8½	4½	48	12
<i>Laborers.</i>									
Boston (Unions A and B), . .	.45	—	—	2 T.	2 T.	8	4	44	12
<i>Matchers.</i>									
Boston (Unions A and B), . .	.50	—	—	2 T.	2 T.	8	4	44	12
<i>Millwrights or Mill Hands (General).</i>									
Boston (Unions A and B), . .	.50	—	—	2 T.	2 T.	8	4	44	12
Brockton, . . . . .	.47	—	22.09	1—	2 T.	—	5	47	12
Frammingham, . . . . .	.50	\$4.00	22.00	2 T.	2 T.	8	4	44	12
Holyoke, . . . . .	.50	—	—	2 T.	2 T.	9	5	50	12
Lenox, . . . . .	.53	4.24	23.32	1½ T.	2 T.	8	4	44	12
Lowell, . . . . .	.35	—	16.80	1½ T.	1½ T.	8½	4½	48	12
New Bedford, . . . . .	—	—	20.00	1½ T.	1½ T.	8	4	44	12
Salem, . . . . .	.45	—	—	2 T.	2 T.	8	4	44	12
Springfield (first class), . .	—	—	20.00	1½ T.	2 T.	8½	4½	48	12
Westfield, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Worcester, . . . . .	.35	—	—	1½ T.	2 T.	8½	4½	48	12
<i>Molders, Wood.</i>									
Boston (irregular and straight, Unions A and B), . .	.50	—	—	2 T.	2 T.	8	4	44	12
Everett (irregular and straight), . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Lowell (irregular and straight), . . . . .	.35	—	16.80	1½ T.	1½ T.	8½	4½	48	12
Lynn, . . . . .	.50	—	—	—	—	8	4	44	12
Newton (irregular and straight), . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Springfield (irregular and straight), . . . . .	—	—	22.00	1½ T.	2 T.	8½	4½	48	12
Worcester, . . . . .	.35	—	—	1½ T.	2 T.	8½	4½	48	12
<i>Mortisers.</i>									
Boston (Unions A and B), . .	.50	—	—	2 T.	2 T.	8	4	44	12
<i>Planer Hands.</i>									
Boston (Unions A and B), . .	.50	—	—	2 T.	2 T.	8	4	44	12
Everett, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Lowell, . . . . .	.35	—	16.80	1½ T.	1½ T.	8½	4½	48	12
Springfield (first class), . .	—	—	15.00	1½ T.	2 T.	8½	4½	48	12
Worcester, . . . . .	.35	—	—	1½ T.	2 T.	8½	4½	48	12
<i>Sanders.</i>									
Boston (mills, Unions A and B), . . . . .	.45	—	—	2 T.	2 T.	8	4	44	12
Everett, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Lynn, . . . . .	.45	—	—	—	—	8	4	44	12
Newton, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12
Springfield, . . . . .	—	—	15.00	1½ T.	2 T.	8½	4½	48	12
Worcester, . . . . .	.35	—	—	1½ T.	2 T.	8½	4½	48	12
<i>Sandpaperers.</i>									
Boston (Unions A and B), . .	.45	—	—	2 T.	2 T.	8	4	44	12
<i>Sawyers.</i>									
Boston (shops, Unions A and B), . . . . .	.50	—	—	2 T.	2 T.	8	4	44	12
Everett, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Lynn, . . . . .	.45	—	—	—	—	8	4	44	12
Springfield, . . . . .	—	—	15.00	1½ T.	2 T.	8½	4½	48	12
Worcester, . . . . .	.35	—	—	1½ T.	2 T.	8½	4½	48	12

1 Time and one-half before 10 P.M.; double time after 10 P.M., and also on Saturday afternoon.

TABLE 12. WOOD WORKING AND UPHOLSTERING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Work- ing Days	Sun- days and Hol- idays	Mon- day to Fri- day	Sat- ursday			
<b>Carpenters — Con.</b>										
<i>Shippers.</i>										
Everett, . . . . .	\$0.50	\$4.00	\$22.00	2 T.	2 T.	8	4	44	12	
Newton, . . . . .	.45	—	—	2 T.	2 T.	8	4	44	12	
<i>Shop Carpenters.</i>										
Boston (Unions A, B, and C), . . . . .	.50	—	—	2 T.	2 T.	8	4	44	12	
Brockton, . . . . .	.55	4.40	24.20	1 —	2 T.	8	4	44	12	
Brockton (foremen), . . . . .	.62½	5.00	27.50	1 —	2 T.	8	4	44	12	
Everett, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Fall River, . . . . .	.50	4.00	22.00	1 —	2 T.	8	4	44	12	
Fall River (foremen), . . . . .	.57	4.56	25.08	1 —	2 T.	8	4	44	12	
Framingham, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Holyoke, . . . . .	—	—	22.50	1½ T.	2 T.	8½	4½	48	12	
Holyoke (foremen), . . . . .	—	—	27.50	1½ T.	2 T.	8½	4½	48	12	
Lenox, . . . . .	.53	4.24	23.32	1½ T.	2 T.	8	4	44	12	
Lynn, . . . . .	.60	4.80	24.00	3 —	1 —	8	6 —	40	5 —	
Lynn (foremen), . . . . .	.70	5.60	28.00	3 —	4 —	8	5 —	40	5 —	
Marlborough, . . . . .	.52½	4.20	23.10	6 —	2 T.	8	4	41	12	
Northampton, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12	
Worcester, . . . . .	.35	—	—	1½ T.	2 T.	8½	4½	48	12	
<i>Stock Cutters.</i>										
Boston (Unions A and B), . . . . .	.50	—	—	2 T.	2 T.	8	4	44	12	
Everett, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Lowell, . . . . .	.35	—	16.80	1½ T.	1½ T.	8½	4½	48	12	
Newton, . . . . .	.50	—	—	2 T.	2 T.	8	4	44	12	
Springfield (first class), . . . . .	—	—	18.00	1½ T.	2 T.	8½	4½	48	12	
<i>Stock Fitters.</i>										
Boston (Unions A and B), . . . . .	.50	—	—	2 T.	2 T.	8	4	44	12	
Everett, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Lynn, . . . . .	.45	—	—	—	—	8	4	44	12	
<i>Tenoners.</i>										
Boston (Unions A and B), . . . . .	.50	—	—	2 T.	2 T.	8	4	44	12	
<i>Turners.</i>										
Boston (Unions A and B), . . . . .	.50	—	—	2 T.	2 T.	8	4	44	12	
Everett, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12	
Newton, . . . . .	.50	—	—	2 T.	2 T.	8	4	44	12	
Springfield (first class), . . . . .	—	—	20.00	1½ T.	2 T.	8½	4½	48	12	
<b>Furniture Makers.</b>										
Gardner, . . . . .	—	{ 7 2.35- 3.50 }	—	Reg.	1½ T.	10	5	55	12	
<b>Painters (Hardwood Finishers).</b>										
Boston, <sup>8</sup> . . . . .	.45	—	—	1½ T.	1½ T.	8	8	48	—	

1 Time and one-half before 10 p.m.; double time after 10 p.m., and also on Saturday afternoon.

2 Prevailing rate; no agreement establishing a minimum.

3 Before 10 p.m., time and one-half; after 10 p.m., double time.

4 On Labor Day, triple time; on other holidays and Sundays, double time.

5 Work 5 days a week; no work on Saturday.

6 Before 9 p.m., time and one-half; after 9 p.m., double time.

7 Prevailing range of rates; no agreement establishing a minimum rate.

8 All men employed on shop work receive not less than the minimum rate of 45 cents an hour; occupations include polishers, rubbers, sandpaperers, shellackers, and varnishers.

TABLE 12. WOOD WORKING AND UPHOLSTERING — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
Pattern Makers, Wood.									
Boston, . . . . .	\$0.60 1.45	\$5.25	\$28.80	1½ T.	2 T.	8¾	4¼	48	12
Fitchburg (manufacturing), . . . . .	.50 .55	-	-	1½ T.	2 T.	9	5	50	12
Fitchburg (job), . . . . .	.55	4.95	27.50	1½ T.	2 T.	9	5	50	12
Lawrence, . . . . .	.53	4.77	26.50	1½ T.	2 T.	9	5	50	12
Lowell, . . . . .	.55	4.95	27.50	1½ T.	2 T.	9	5	50	12
Lynn, . . . . .	.57	5.13	28.50	1½ T.	2 T.	9	5	50	12
Quincy, . . . . .	.56	4.48	26.88	1½ T.	2 T.	8	8	48	-
Pittsfield, . . . . .	2.46	4.14	-	1½ T.	-	9	5	50	12
Springfield, . . . . .	3.55	-	26.40	4 -	2 T. {	6 8	6 8	48	6 -
Taunton, . . . . .	.45	-	22.28	1½ T.	2 T.	9	4½	48	12
Westfield, . . . . .	2.60	-	-	1½ T.	-	9	9	49½	12
Worcester, . . . . .	.45	4.50	24.75	1½ T.	2 T.	10	5	54	-
				1½ T.	2 T.	10	5	55	12
Upholsterers.									
Boston:									
Car upholsterers, . . . . .	.31	2.79	16.75	1½ T.	1½ T.	9	9	54	-
Custom work, . . . . .	.50	-	-	1½ T.	2 T.	8¾	4¾	48	12
Shade men:									
First year, . . . . .	-	-	13.00	1½ T.	1½ T.	9	6 9	6 54	6 4
Second and third years, . . . . .	-	-	16.00	1½ T.	1½ T.	9	6 9	6 54	6 4
After three years, . . . . .	-	-	19.00	1½ T.	1½ T.	9	6 9	6 54	6 4
Wholesale establishments, . . . . .	.50	4.50	25.00	1½ T.	1½ T.	9	5	50	12
Carpet Mechanics.									
Boston (cutters, layers, measurers, and stitchers), . . . . .	.52 <sup>11</sup>	4.18	23.00	7 -	2 T.	8	4	44	12
Willow, Reed, and Rattan Workers.									
Boston, . . . . .	.30	-	-	1½ T.	1½ T.	10	5	55	12
Gardner, . . . . .	-	3.00	-	-	-	10	5	55	12
Wood Carvers.									
Boston, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12

<sup>1</sup> Minimum rates in different establishments.

<sup>2</sup> Prevailing rate; no agreement establishing a minimum.

<sup>3</sup> On September 1, 1917, rate was increased to 60 cents.

<sup>4</sup> Before 10 P.M., time and one-half; after 10 P.M., double time. On October 1, 1917, rate for all overtime was increased to double time.

<sup>5</sup> Job shops, 8-hour day; corporation shops, 8¾ hours on 5 days, 4¾ hours on Saturday during entire year.

<sup>6</sup> During 4 months, 5 hours on Saturday, 50 hours a week.

<sup>7</sup> Before 10 P.M., time and one-half; after 10 P.M., double time.

<sup>8</sup> Prevailing rate; no agreement establishing a minimum; also work by the piece; rates shown are for time work only.



TABLE 13. MISCELLANEOUS TRADES.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Bill Posters and Billers.</b>									
Boston (foremen), . . . .	-	-	<sup>2</sup> \$18.00	1½ T.	1½ T.	8	4	44	12
Boston (helpers), . . . .	-	-	16.00	1½ T.	1½ T.	8	4	44	12
Lawrence, <sup>3</sup> . . . . .	-	-	18.00	-	-	8	4	44	12
Springfield (billers), . .	\$0.31¼	\$2.50	15.00	1½ T.	2 T.	8	8	48	-
Springfield (bill posters),	.37½	3.00	18.00	1½ T.	2 T.	8	8	48	-
<b>Bottle Sorters and Washers.</b>									
<b>Boston:</b>									
Drivers, . . . . .	-	-	17.00	1¼ T.	1¼ T.	9	9	54	-
Drivers who do sorting, . .	-	-	18.00	1¼ T.	1¼ T.	9	9	54	-
Sorters, . . . . .	-	-	18.00	1¼ T.	1¼ T.	9	9	54	-
Sorters (beginners), . . .	-	-	12.00	1¼ T.	1¼ T.	9	9	54	-
Sorters' helpers, . . . .	-	-	15.00	1¼ T.	1¼ T.	9	9	54	-
Washers, . . . . .	-	-	15.00	1¼ T.	1¼ T.	9	9	54	-
Washers (beginners), . . .	-	-	9.00	1¼ T.	1¼ T.	9	9	54	-
Washers' helpers, . . . .	-	-	12.50	1¼ T.	1¼ T.	9	9	54	-
<b>Celluloid Workers.</b>									
Leominster (comb makers), .	4.30	3.00	-	Reg.	Reg.	10	<sup>5</sup> 8	<sup>5</sup> 58	<sup>5</sup> 4
Leominster (novelty workers),	4.22½	2.25	-	Reg.	Reg.	10	<sup>5</sup> 8	<sup>5</sup> 58	<sup>5</sup> 4
<b>Clerks, Retail.</b>									
<i>Dry Goods Clerks.</i>									
Boston (men), . . . . .	-	<sup>4</sup> 2.00	12.00	\$0.25	\$0.25	9	<sup>6</sup> 9	<sup>6</sup> 54	<sup>6</sup> 3
Boston (women), . . . . .	-	- {	6.00- 8.50	.25	.25	9	<sup>6</sup> 9	<sup>6</sup> 54	<sup>6</sup> 3
<i>Grocery and Provision Clerks.</i>									
Brockton (men), . . . . .	-	-	<sup>7</sup> 10.00	-	-	10	12	62	2
Brockton (women), . . . .	-	-	8.50	-	-	9	9	54	2
<i>Retail Clerks (Miscellaneous).</i>									
Chelsea, . . . . .	-	- {	16.00- 24.00	-	-	<sup>8</sup> 11	13½	<sup>8</sup> 64	<sup>8</sup> 12
<i>Wine Clerks.</i>									
Springfield (first six months),	-	-	14.00	-	-	-	-	56	-
Springfield (after six months),	-	-	16.00	-	-	-	-	56	-
<b>Worcester:</b>									
Clerks, inexperienced, . . .	-	-	15.00	1½ T.	2 T.	-	-	56	-
Clerks, after one year's experience, . . . . .	-	-	17.00	1½ T.	2 T.	-	-	56	-
Rectifiers, . . . . .	-	-	19.00	1½ T.	2 T.	-	-	54	-
Rectifiers, head, . . . . .	-	-	25.00	1½ T.	2 T.	-	-	54	-

<sup>1</sup> Rates, when expressed in terms of money, represent rates per hour. Symbols signify as follows: Reg.=Regular time; 1¼ T.=One and one-quarter time; 1½ T.=One and one-half time; 2 T.=Double time.

<sup>2</sup> Billers traveling with circuses receive \$15 and expenses.

<sup>3</sup> Same rates and hours apply in Haverhill and Lowell.

<sup>4</sup> Prevailing rate; no agreement establishing a minimum.

<sup>5</sup> During 4 months, 5 hours on Saturday, 5½ hours a week.

<sup>6</sup> During 3 months, majority of stores close at 1 P.M. on Saturday. Some stores close all day Saturday during July and August. The prevailing weekly hours in department stores are 48½, except during those weeks when the half-holiday is in force, when the employees work 7½ hours on 4 days, 8 hours on 1 day, and 4½ hours on Saturday, or 42½ hours a week.

<sup>7</sup> Minimum rate for all males except bundle boys.

<sup>8</sup> On Wednesday, 6½ hours.

TABLE 13. MISCELLANEOUS TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Electrical Workers (Outsidemen).</b>									
<i>Cable Splicers.</i>									
Boston:									
Cable pullers, . . . . .	—	\$3.00	—	1½ T.	1½ T.	8	8	48	3½
Cable splicers, . . . . .	\$0.50	4.00	\$24.00	1½ T.	1½ T.	8	8	48	3½
Cable splicers, first class, . . . . .	.59½	4.75	28.50	1½ T.	1½ T.	8	8	48	3½
Cable splicers, head, . . . . .	.62½	5.00	30.00	1½ T.	1½ T.	8	8	48	3½
Cable splicers' helpers, . . . . .	.37½	3.00	18.00	1½ T.	1½ T.	8	8	48	3½
<i>Guardmen.</i>									
Boston:									
First year, . . . . .	—	2.00	—	1½ T.	1½ T.	8	8	48	3½
Second year, . . . . .	—	2.25	—	1½ T.	1½ T.	8	8	48	3½
Third year, . . . . .	—	2.50	—	1½ T.	1½ T.	8	8	48	3½
<i>Linemen.</i>									
Boston:									
Linemen, . . . . .	—	4.00	—	1½ T.	1½ T.	8	8	48	—
Linemen, . . . . .	—	4.50	—	1½ T.	1½ T.	9	9	54	—
Linemen, foremen, . . . . .	—	5.50	—	1½ T.	1½ T.	9	9	54	—
Linemen, foremen, sub-, . . . . .	—	5.00	—	1½ T.	1½ T.	9	9	54	—
Linemen's apprentices (first six months), . . . . .	—	2.75	—	1½ T.	1½ T.	9	9	54	—
Linemen's apprentices (second six months), . . . . .	—	3.00	—	1½ T.	1½ T.	9	9	54	—
Cambridge, . . . . .	—	4.00	—	1½ T.	1½ T.	8	8	48	—
Greenfield:									
Linemen, . . . . .	—	3.50	—	1½ T.	2 —	8	8	48	3
Linemen, head, . . . . .	—	4.00	—	1½ T.	2 —	8	8	48	3
Linemen (sub-foremen), . . . . .	—	4.25	—	1½ T.	2 —	8	8	48	3
Haverhill, . . . . .	.47½	—	—	1½ T.	2 T.	8	4	44	12
Haverhill (apprentices):									
Second year, . . . . .	—	—	\$ 9.00	1½ T.	2 T.	8	4	44	12
Third year, . . . . .	—	\$ 2.50	—	1½ T.	2 T.	8	4	44	12
Fourth year, . . . . .	—	\$ 2.75	—	1½ T.	2 T.	8	4	44	12
North Adams, . . . . .	—	3.50	19.25	1½ T.	2 T.	9	4½	49½	12
Pittsfield, . . . . .	—	3.50	—	1½ T.	2 T.	8	4	44	12
Pittsfield (groundmen), . . . . .	—	2.50	—	1½ T.	2 T.	8	4	44	12
<b>Electrical Workers (Shop Workmen).</b>									
Boston (first class), . . . . .	.50	4.25	23.25	1½ T.	2 T.	8½	4	46½	12
Boston (second class), . . . . .	.40	3.40	18.60	1½ T.	2 T.	8½	4	46½	12
Pittsfield, . . . . .	{ .35- .50 }	—	—	1½ T.	2 T.	9	5	50	12
Quincy, . . . . .	.60	4.80	26.40	—	—	8	4	44	12
Quincy (apprentices):									
First year (first six months), . . . . .	.16	—	7.04	—	—	8	4	44	12
First year (second six months), . . . . .	.18	—	7.92	—	—	8	4	44	12
Second year, . . . . .	.25	—	11.00	—	—	8	4	44	12
Third year, . . . . .	.35	—	15.40	—	—	8	4	44	12
Fourth year, . . . . .	.45	—	19.80	—	—	8	4	44	12

<sup>1</sup> On recommendation of foreman rate is increased to \$4; after examination to \$4.50 a day.

<sup>2</sup> On holidays, double time; on Sundays, time and one-half.

<sup>3</sup> All apprentices receive \$9 except those already in third and fourth years of service who have been regularly employed for 9 months previous to June 12, 1916.

<sup>4</sup> Prevailing range of rates, with an additional weekly bonus; no agreement establishing a minimum rate.

<sup>5</sup> Before midnight, time and one-half; after midnight, double time.

<sup>6</sup> No work on Labor Day; on other holidays and Sundays, double time.

TABLE 13. MISCELLANEOUS TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sun- days and Hol- idays	Mon- day to Fri- day	Sat- ursday		
<b>Engineers, Coal Hoisting.</b>									
Boston:									
One-man tower, . . . . .	-	-	<sup>1</sup> \$25.00	<sup>2</sup> \$0.70	<sup>3</sup> \$1.00	9	4 8	4 53	4 8
Two-man tower, . . . . .	-	-	<sup>1</sup> 22.00	2.70	<sup>3</sup> 1.00	9	4 8	4 53	4 8
Transient men, one-man tower, day, . . . . .	-	<sup>5</sup> \$7.50	-	-	-	9	4 8	4 53	4 8
Transient men, one-man tower, night, . . . . .	-	<sup>5</sup> 8.50	-	-	-	9	4 8	4 53	4 8
Transient men, two-man tower, day, . . . . .	-	<sup>6</sup> 6.50	-	-	-	9	4 8	4 53	4 8
Transient men, two-man tower, night, . . . . .	-	<sup>6</sup> 7.50	-	-	-	9	4 8	4 53	4 8
Brockton (one-man tower), . . . . .	-	-	25.00	.70	1.00	9	4 8	4 53	4 8
Brockton (two-man tower), . . . . .	-	-	22.00	.70	1.00	9	4 8	4 53	4 8
Salem (one-man tower), . . . . .	-	-	25.00	.70	1.00	9	4 8	4 53	4 8
Salem (two-man tower), . . . . .	-	-	22.00	.70	1.00	9	4 8	4 53	4 8
<b>Engineers (Dredge and Cranemen).</b>									
<i>Engineers (in Charge).</i>									
Boston:									
Buckets, three cubic yards or less, . . . . .	-	-	<sup>7</sup> 125.00	1½ T.	2 T.	10	10	60	-
Buckets, three to five cubic yards, . . . . .	-	-	<sup>7</sup> 135.00	1½ T.	2 T.	10	10	60	-
Buckets, five to eight cubic yards, . . . . .	-	-	<sup>7</sup> 150.00	1½ T.	2 T.	10	10	60	-
Buckets, eight to twelve cubic yards, . . . . .	-	-	<sup>7</sup> 162.00	1½ T.	2 T.	10	10	60	-
Hydraulic dredges, . . . . .	-	-	<sup>7</sup> 150.00	1½ T.	2 T.	10	10	60	-
<i>Engineers (Operators).</i>									
Boston:									
Buckets, three to five cubic yards, . . . . .	-	-	<sup>7</sup> 115.00	1½ T.	2 T.	10	10	60	-
Buckets, five to eight cubic yards, . . . . .	-	-	<sup>7</sup> 120.00	1½ T.	2 T.	10	10	60	-
Buckets, eight to twelve cubic yards, . . . . .	-	-	<sup>7</sup> 122.00	1½ T.	2 T.	10	10	60	-
Hydraulic dredges, . . . . .	-	-	<sup>7</sup> 125.00	1½ T.	2 T.	10	10	60	-
<i>Cranemen.</i>									
Boston:									
Buckets, three cubic yards or less, . . . . .	-	-	<sup>7</sup> 85.00	1½ T.	2 T.	10	10	60	-
Buckets, three to five cubic yards, . . . . .	-	-	<sup>7</sup> 95.00	1½ T.	2 T.	10	10	60	-
Buckets, five to eight cubic yards, . . . . .	-	-	<sup>7</sup> 100.00	1½ T.	2 T.	10	10	60	-
Buckets, eight to twelve cubic yards, . . . . .	-	-	<sup>7</sup> 106.00	1½ T.	2 T.	10	10	60	-
Steam shovels (three-man machines), . . . . .	-	-	<sup>8</sup> 115.00	1½ T.	2 T.	10	10	60	-

<sup>1</sup> On August 1, 1917, rate was increased \$3 a week.<sup>2</sup> On August 1, 1917, rate was increased to 85 cents an hour.<sup>3</sup> On August 1, 1917, rate for overtime on Sunday was increased to \$1.50 an hour, rate for holidays remaining \$1 an hour.<sup>4</sup> During 8 months, 5 hours on Saturday, 50 hours a week.<sup>5</sup> On August 1, 1917, rate was increased 50 cents a day.<sup>6</sup> On August 1, 1917, rate was increased \$1.50 a day.<sup>7</sup> Rate per month, with board; if board is not furnished, \$25 a month extra is allowed.<sup>8</sup> Rate per month, with board, for 26 working days.

TABLE 13. MISCELLANEOUS TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
Engineers, Stationary (in Charge) <sup>1</sup>									
Boston:									
First class plants, . . .	-	-	<sup>2</sup> \$30.00	1½ T.	1½ T.	3 -	3 -	-	-
Second class plants, . . .	-	-	25.00	1½ T.	1½ T.	3 -	3 -	-	-
Third class plants, . . .	-	-	21.00	1½ T.	1½ T.	3 -	3 -	-	-
Brockton:									
First class plants, . . .	-	-	30.00	1½ T.	1½ T.	<sup>4</sup> 8 10	<sup>4</sup> 8 10	<sup>4</sup> 56 60	-
Second class plants, . . .	-	-	28.00	1½ T.	1½ T.	<sup>4</sup> 8 10	<sup>4</sup> 8 10	<sup>4</sup> 56 60	-
Third class plants, . . .	-	-	25.00	1½ T.	1½ T.	<sup>4</sup> 8 10	<sup>4</sup> 8 10	<sup>4</sup> 56 60	-
Haverhill:									
First class plants, . . .	-	-	<sup>5</sup> 25.00	-	-	10	<sup>6</sup> 9	<sup>6</sup> 59	<sup>6</sup> -
Second class plants, . . .	-	-	<sup>5</sup> 21.00	-	-	10	<sup>6</sup> 9	<sup>6</sup> 59	<sup>6</sup> -
Third class plants, . . .	-	-	<sup>5</sup> 18.00	-	-	10	<sup>6</sup> 9	<sup>6</sup> 59	<sup>6</sup> -
Holyoke, . . . . .	-	<sup>7</sup> \$4.25	<sup>7</sup> -	1½ T.	1½ T.	8	8	48	-
Lowell:									
First class plants, . . .	-	-	30.00	1½ T.	8 -	<sup>4</sup> 8 10	<sup>4</sup> 8 10	<sup>4</sup> 56 60	-
Second class plants, . . .	-	-	25.00	1½ T.	8 -	<sup>4</sup> 8 10	<sup>4</sup> 8 10	<sup>4</sup> 56 60	-
Third class plants, . . .	-	-	21.00	1½ T.	8 -	<sup>4</sup> 8 10	<sup>4</sup> 8 10	<sup>4</sup> 56 60	-
Lynn:									
First class plants, . . .	-	-	30.00	-	-	10	<sup>9</sup> 9	<sup>9</sup> 59	<sup>9</sup> 6
Second class plants, . . .	-	-	25.00	-	-	10	<sup>9</sup> 9	<sup>9</sup> 59	<sup>9</sup> 6
Third class plants, . . .	-	-	21.00	-	-	10	<sup>9</sup> 9	<sup>9</sup> 59	<sup>9</sup> 6
New Bedford, . . . . .	-	-	32.50	Reg.	Reg.	8	8	48	-
Northampton (second class plants), . . . . .	-	4.00	24.00	1½ T.	Reg.	9½	4½	54	12
Northampton (third class plants), . . . . .	-	3.75	22.50	Reg.	Reg.	9½	4½	54	12
Quincy:									
First class plants, . . .	-	5.00	30.00	Reg.	2 T.	8	8	48	-
Second class plants, . . .	-	3.50	21.00	Reg.	2 T.	8	8	48	-
Third class plants, . . .	-	3.00	18.00	Reg.	2 T.	8	8	48	-
Salem:									
First class plants, . . .	-	-	30.00	1½ T.	8 -	<sup>4</sup> 8 10	<sup>4</sup> 8 10	<sup>4</sup> 56 60	-
Second class plants, . . .	-	-	25.00	1½ T.	8 -	<sup>4</sup> 8 10	<sup>4</sup> 8 10	<sup>4</sup> 56 60	-
Third class plants, . . .	-	-	21.00	1½ T.	8 -	<sup>4</sup> 8 10	<sup>4</sup> 8 10	<sup>4</sup> 56 60	-
Taunton:									
First class plants, . . .	-	-	<sup>10</sup> 24.00-30.00	1½ T.	2 T.	10	5	55	12

<sup>1</sup> Employed in industries not elsewhere specified. These rates do not apply to high-salaried officials whose compensation is subject to special determination. About November 1, 1917, a State-wide scale was established giving men in charge of first-class plants \$35 a week; of second-class plants, \$30; and of third-class plants, \$25 a week. This scale has been accepted in Boston, Brockton, Lowell, and Lynn. Rates shown above are those in effect on July 1, 1917, in these cities.

<sup>2</sup> Operators who act as chiefs of watch receive same rates as men in charge.

<sup>3</sup> In plants running continuously, 8 hours a day; in others, hours vary according to needs of establishment.

<sup>4</sup> In plants running continuously, 8 hours a day; in other plants, 10 hours a day.

<sup>5</sup> Prevailing rate of wages; no agreement enforcing a minimum rate.

<sup>6</sup> In some cases Saturday half-holiday is in effect from 6 to 12 months.

<sup>7</sup> On October 1, 1917, rates of \$32, \$30, and \$28 a week went into effect in first, second, and third class plants, respectively.

<sup>8</sup> On Sundays, time and one-half; on holidays, double time.

<sup>9</sup> During 6 months, 5 hours on Saturday, 55 hours a week.

<sup>10</sup> Prevailing range of rates; no agreement establishing a minimum rate.

TABLE 13. MISCELLANEOUS TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Engineers, Stationary (in Charge) — Con.</b>									
Taunton — Con.									
Second class plants, . . .	-	-	$\left\{ \begin{array}{l} 1 \text{ } \$21.00-24.00 \\ 1 \text{ } 18.00-21.00 \end{array} \right.$	$\left. \begin{array}{l} 1\frac{1}{2} \text{ T.} \\ 1\frac{1}{2} \text{ T.} \end{array} \right\}$	$\begin{array}{l} 2 \text{ T.} \\ 2 \text{ T.} \end{array}$	$\begin{array}{l} 10 \\ 10 \end{array}$	$\begin{array}{l} 5 \\ 5 \end{array}$	$\begin{array}{l} 55 \\ 55 \end{array}$	$\begin{array}{l} 12 \\ 12 \end{array}$
<b>Engineers, Stationary (Operators or Assistants).<sup>2</sup></b>									
Boston:									
First class plants, . . .	-	-	$\begin{array}{l} 3 \text{ } 25.00 \\ 21.00 \end{array}$	$\begin{array}{l} 1\frac{1}{2} \text{ T.} \\ 1\frac{1}{2} \text{ T.} \end{array}$	$\begin{array}{l} 1\frac{1}{2} \text{ T.} \\ 1\frac{1}{2} \text{ T.} \end{array}$	$\begin{array}{l} 4- \\ 4- \end{array}$	$\begin{array}{l} 4- \\ 4- \end{array}$	$\begin{array}{l} - \\ - \end{array}$	$\begin{array}{l} - \\ - \end{array}$
Second class plants, . . .	-	-	18.00	$\frac{1}{2}$ T.	$\frac{1}{2}$ T.	$\begin{array}{l} 4- \\ 5 \text{ } 8 \end{array}$	$\begin{array}{l} 4- \\ 5 \text{ } 8 \end{array}$	$\begin{array}{l} - \\ 5 \text{ } 56 \end{array}$	$\begin{array}{l} - \\ - \end{array}$
Third class plants, . . .	-	-	18.00	$\frac{1}{2}$ T.	$\frac{1}{2}$ T.	$\begin{array}{l} 4- \\ 5 \text{ } 8 \end{array}$	$\begin{array}{l} 4- \\ 5 \text{ } 8 \end{array}$	$\begin{array}{l} - \\ 5 \text{ } 56 \end{array}$	$\begin{array}{l} - \\ - \end{array}$
Brockton (first class plants), .	-	-	26.00	$\frac{1}{2}$ T.	$\frac{1}{2}$ T.	$\begin{array}{l} 10 \\ 5 \text{ } 8 \end{array}$	$\begin{array}{l} 10 \\ 5 \text{ } 8 \end{array}$	$\begin{array}{l} 60 \\ 60 \end{array}$	$\begin{array}{l} - \\ - \end{array}$
Brockton (second class plants),	-	-	25.00	$\frac{1}{2}$ T.	$\frac{1}{2}$ T.	$\begin{array}{l} 10 \\ 10 \end{array}$	$\begin{array}{l} 10 \\ 10 \end{array}$	$\begin{array}{l} 60 \\ 60 \end{array}$	$\begin{array}{l} - \\ - \end{array}$
Lowell:									
First class plants, . . .	-	-	25.00	$\frac{1}{2}$ T.	6 -	$\begin{array}{l} 5 \text{ } 8 \\ 10 \end{array}$	$\begin{array}{l} 5 \text{ } 8 \\ 10 \end{array}$	$\begin{array}{l} 5 \text{ } 56 \\ 60 \end{array}$	$\begin{array}{l} - \\ - \end{array}$
Second class plants, . . .	-	-	21.00	$\frac{1}{2}$ T.	5 -	$\begin{array}{l} 5 \text{ } 8 \\ 10 \end{array}$	$\begin{array}{l} 5 \text{ } 8 \\ 10 \end{array}$	$\begin{array}{l} 5 \text{ } 56 \\ 60 \end{array}$	$\begin{array}{l} - \\ - \end{array}$
Third class plants, . . .	-	-	18.00	$\frac{1}{2}$ T.	6 -	$\begin{array}{l} 5 \text{ } 8 \\ 10 \end{array}$	$\begin{array}{l} 5 \text{ } 8 \\ 10 \end{array}$	$\begin{array}{l} 5 \text{ } 56 \\ 60 \end{array}$	$\begin{array}{l} - \\ - \end{array}$
Lynn (first class plants), . . .	-	-	25.00	-	-	10	10	60	7 6
Lynn (second class plants), . .	-	-	21.00	-	-	10	7 9	7 59	7 6
New Bedford, . . .	-	-	25 25	Reg.	Reg.	8	8	48	-
Quincy (third class plants), . .	-	-	18.00	Reg.	2 T.	8	8	48	-
Salem (first class plants), . . .	-	-	25.00	$\frac{1}{2}$ T.	5 -	$\begin{array}{l} 5 \text{ } 8 \\ 10 \end{array}$	$\begin{array}{l} 5 \text{ } 8 \\ 10 \end{array}$	$\begin{array}{l} 5 \text{ } 56 \\ 60 \end{array}$	$\begin{array}{l} - \\ - \end{array}$
Salem (second class plants), . .	-	-	21.00	$\frac{1}{2}$ T.	6 -	$\begin{array}{l} 5 \text{ } 8 \\ 10 \end{array}$	$\begin{array}{l} 5 \text{ } 8 \\ 10 \end{array}$	$\begin{array}{l} 5 \text{ } 56 \\ 60 \end{array}$	$\begin{array}{l} - \\ - \end{array}$
<b>Firemen, Stationary.<sup>3</sup></b>									
<i>Ash Handlers or Helpers.</i>									
Northampton, . . .	-	\$2.50	17.50	Reg.	Reg.	8	8	56	-
Taunton, <sup>9</sup> . . .	-	-	<sup>10</sup> 16.00	-	-	$\begin{array}{l} 11 \text{ } 8 \\ 12 \end{array}$	$\begin{array}{l} 11 \text{ } 8 \\ 12 \end{array}$	$\begin{array}{l} 11 \text{ } 56 \\ 84 \end{array}$	$\begin{array}{l} - \\ - \end{array}$
<i>Coal Passers.</i>									
Boston, . . .	-	-	18.00	$\frac{1}{2}$ T.	$\frac{1}{2}$ T.	8	8	12 48	-
Boston (marine), . . .	-	-	<sup>13</sup> 50.00	14 -	14 -	$\begin{array}{l} 15 \text{ } 8 \\ 9 \end{array}$	$\begin{array}{l} 15 \text{ } 8 \\ 9 \end{array}$	$\begin{array}{l} 15 \text{ } 56 \\ 54 \end{array}$	$\begin{array}{l} - \\ - \end{array}$

<sup>1</sup> Prevailing range of rates; no agreement establishing a minimum rate.

<sup>2</sup> About November 1, 1917, a State-wide scale was established, giving operators in first-class plants \$30 a week; in second-class plants, \$28, and in third-class plants, \$25 a week. This scale has been accepted in Boston, Brockton, Lowell, and Lynn. Rates shown above are those in effect on July 1, 1917, in these cities.

<sup>3</sup> Operators who act as chiefs of watch receive same rates as men in charge.

<sup>4</sup> In plants running continuously, 8 hours a day; in others, hours vary according to needs of establishment.

<sup>5</sup> In plants running continuously, 8 hours a day; in other plants, 10 hours a day.

<sup>6</sup> On Sundays, time and one-half; on holidays, double time.

<sup>7</sup> During 6 months, 5 hours on Saturday, 55 hours a week.

<sup>8</sup> Employed in industries not elsewhere specified.

<sup>9</sup> Prevailing rate; no agreement establishing a minimum.

<sup>10</sup> On August 1, 1917, rate was increased in one establishment to \$18.

<sup>11</sup> Hours vary in the several establishments.

<sup>12</sup> In some cases, work 7 days, 56 hours a week.

<sup>13</sup> Rate per month.

<sup>14</sup> Overtime on ship work, 40 cents an hour; on working cargo, 50 cents.

<sup>15</sup> At sea, alternately 4 hours on duty and 8 hours off; in port 9 hours a day.

TABLE 13. MISCELLANEOUS TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Firemen, Stationary — Con.</b>									
Coal Passers — Con.									
Brockton, <sup>1</sup> . . . . .	-	-	<sup>2</sup> \$16.50	Reg.	Reg.	$\left\{ \begin{array}{l} 38 \\ 12 \end{array} \right.$	$\left\{ \begin{array}{l} 38 \\ 12 \end{array} \right.$	$\left\{ \begin{array}{l} 356 \\ 84 \end{array} \right.$	-
Taunton, . . . . .	-	-	<sup>1</sup> 17.00	-	-	$\left\{ \begin{array}{l} 38 \\ 12 \end{array} \right.$	$\left\{ \begin{array}{l} 38 \\ 12 \end{array} \right.$	$\left\{ \begin{array}{l} 356 \\ 84 \end{array} \right.$	-
Engineers on Capstans.									
Boston (marine), . . . . .	-	-	<sup>4</sup> 80.00	5 -	6 -	$\left\{ \begin{array}{l} 68 \\ 9 \end{array} \right.$	$\left\{ \begin{array}{l} 68 \\ 9 \end{array} \right.$	$\left\{ \begin{array}{l} 656 \\ 54 \end{array} \right.$	-
Firemen.									
Boston, . . . . .	-	-	22.00	1½ T.	1½ T.	$\left\{ \begin{array}{l} 8 \\ 68 \end{array} \right.$	$\left\{ \begin{array}{l} 8 \\ 68 \end{array} \right.$	$\left\{ \begin{array}{l} 748 \\ 656 \end{array} \right.$	-
Boston (marine), . . . . .	-	-	<sup>4</sup> 60.00	6 -	5 -	$\left\{ \begin{array}{l} 68 \\ 9 \end{array} \right.$	$\left\{ \begin{array}{l} 68 \\ 9 \end{array} \right.$	$\left\{ \begin{array}{l} 656 \\ 54 \end{array} \right.$	-
Brockton, <sup>1</sup> . . . . .	-	-	<sup>8</sup> 19.00	Reg.	Reg.	$\left\{ \begin{array}{l} 38 \\ 12 \end{array} \right.$	$\left\{ \begin{array}{l} 38 \\ 12 \end{array} \right.$	$\left\{ \begin{array}{l} 356 \\ 84 \end{array} \right.$	-
Chicopee, <sup>9</sup> . . . . .	-	-	<sup>10</sup> 25.00	Reg.	Reg.	11½	11½	80½	-
Chicopee, <sup>9</sup> . . . . .	-	$\left\{ \begin{array}{l} \$2.70 \\ 2.88 \\ 3.00 \end{array} \right.$	$\left\{ \begin{array}{l} 20.00 \\ 20.16 \\ 21.00 \end{array} \right.$	-	Reg.	8	8	56	-
Holyoke, . . . . .	-	-	28.10	-	-	8	8	56	-
Lynn:									
Boiler room firemen, . . . . .	-	3.00	21.00	-	-	8	8	56	-
Boiler room firemen's helpers, . . . . .	-	2.75	19.25	-	-	8	8	56	-
Firemen operating digger, . . . . .	-	3.00	21.00	-	-	8	8	56	-
Firemen's helpers operating digger, . . . . .	-	2.65	18.55	-	-	8	8	56	-
Firemen (one boiler), . . . . .	-	-	15.00	-	-	12	6	66	12
Firemen (two boilers), . . . . .	-	-	17.50	-	-	12	6	66	12
Retort firemen:									
First six months, . . . . .	-	2.50	-	-	-	8	8	56	-
Second six months, . . . . .	-	2.60	-	-	-	8	8	56	-
After one year, . . . . .	-	2.75	-	-	-	8	8	56	-
After two years, . . . . .	-	3.00	-	-	-	8	8	56	-
North Adams, . . . . .	$\left\{ \begin{array}{l} 11 \$0.32 \\ .28 \\ .28 \\ .28 \end{array} \right.$	-	-	-	$\left\{ \begin{array}{l} \text{Reg.} \\ 1\frac{1}{4} \text{ T.} \\ 2 \text{ T.} \end{array} \right.$	$\left\{ \begin{array}{l} 8 \\ 11\frac{1}{2} \\ 12 \end{array} \right.$	$\left\{ \begin{array}{l} 8 \\ 11\frac{1}{2} \\ 12 \end{array} \right.$	$\left\{ \begin{array}{l} 56 \\ 80\frac{1}{2} \\ 84 \end{array} \right.$	12 -
Northampton:									
Firemen, . . . . .	-	3.00	21.00	Reg.	Reg.	8	8	56	-
Firemen (holding engineers' third class license), . . . . .	-	3.16½	19.00	Reg.	Reg.	9½	4½	54	12
Retort firemen, . . . . .	-	3.25	22.75	Reg.	Reg.	8	8	56	-
Salem, <sup>1</sup> . . . . .	-	-	$\left\{ \begin{array}{l} 13 19.00 \\ 21.00 \\ 15.00 \end{array} \right.$	$\left\{ \begin{array}{l} 1\frac{1}{2} \text{ T.} \\ 1\frac{1}{2} \text{ T.} \end{array} \right.$	$\left\{ \begin{array}{l} 1\frac{1}{2} \text{ T.} \\ 1\frac{1}{2} \text{ T.} \end{array} \right.$	$\left\{ \begin{array}{l} 38 \\ 12 \\ 38 \end{array} \right.$	$\left\{ \begin{array}{l} 38 \\ 12 \\ 38 \end{array} \right.$	$\left\{ \begin{array}{l} 348 \\ 84 \\ 356 \end{array} \right.$	-
Taunton (firemen), . . . . .	-	-	$\left\{ \begin{array}{l} 14 15.00 \\ 21.00 \end{array} \right.$	-	-	$\left\{ \begin{array}{l} 38 \\ 12 \end{array} \right.$	$\left\{ \begin{array}{l} 38 \\ 12 \end{array} \right.$	$\left\{ \begin{array}{l} 356 \\ 84 \end{array} \right.$	-
Taunton (retort firemen), . . . . .	-	-	<sup>1</sup> 17.50	-	-	$\left\{ \begin{array}{l} 38 \\ 12 \end{array} \right.$	$\left\{ \begin{array}{l} 38 \\ 12 \end{array} \right.$	$\left\{ \begin{array}{l} 356 \\ 84 \end{array} \right.$	-
Worcester, . . . . .	-	3.00	18.00	1½ T.	1½ T.	8	8	48	-

<sup>1</sup> Prevailing rate; no agreement establishing a minimum.<sup>2</sup> On October 1, 1917, rate was increased to \$19.25.<sup>3</sup> Hours vary in the several establishments.<sup>4</sup> Rate per month.<sup>5</sup> Overtime on ship work, 40 cents an hour; on working cargo, 50 cents.<sup>6</sup> At sea, alternately 4 hours on duty and 8 hours off; in port 9 hours a day.<sup>7</sup> In some cases, work 7 days, 56 hours a week.<sup>8</sup> On October 1, 1917, rate was increased to \$24.50.<sup>9</sup> Minimum rates of wages and maximum hours' work in different establishments.<sup>10</sup> On November 26, 1917, rate was increased to \$30.15.<sup>11</sup> Prevailing rates in different establishments; no agreement establishing a minimum rate.<sup>12</sup> All employees have Saturday afternoon off in turn during entire 12 months.<sup>13</sup> Smaller rate is paid for 6 days' work a week; higher rate for 7 days' work.<sup>14</sup> Prevailing range of rates; no agreement establishing a minimum rate.

TABLE 13. MISCELLANEOUS TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Firemen, Stationary — Con.</b>									
<i>Gasmakers.</i>									
Brockton, <sup>1</sup> . . . . .	-	-	<sup>2</sup> \$19.25	Reg.	Reg.	{ <sup>3</sup> 8 12	<sup>3</sup> 8 12	{ <sup>3</sup> 56 84	-
<i>Oilers.</i>									
Boston, . . . . .	-	-	22.00	1½ T.	1½ T.	{ 8 7 8	{ 8 7 8	{ 48 56	-
Boston (marine), . . . . .	-	-	<sup>5</sup> 65.00	6 -	6 -	{ 9 8	{ 9 8	{ 54 56	-
Brockton, <sup>1</sup> . . . . .	-	-	<sup>8</sup> 18.00	Reg.	Reg.	{ <sup>3</sup> 8 12	<sup>3</sup> 8 12	{ <sup>3</sup> 56 84	-
Northampton, . . . . .	-	-	20.00	Reg.	Reg.	{ 8 8	{ 8 8	{ 56 56	-
Taunton, . . . . .	-	-	{ <sup>9</sup> 12.00- 15.00	-	-	{ <sup>3</sup> 8 12	<sup>3</sup> 8 12	{ <sup>3</sup> 56 84	-
<i>Pumpmen (Marine).</i>									
Boston, . . . . .	-	-	<sup>5</sup> 70.00	6 -	6 -	{ <sup>7</sup> 8 9	<sup>7</sup> 8 9	{ <sup>7</sup> 56 54	-
Boston (second), . . . . .	-	-	<sup>5</sup> 65.00	6 -	6 -	{ <sup>7</sup> 8 9	<sup>7</sup> 8 9	{ <sup>7</sup> 56 54	-
<i>Watchmen.</i>									
Brockton, . . . . .	-	<sup>1</sup> \$2.50	17.50	Reg.	Reg.	{ <sup>3</sup> 8 12	<sup>3</sup> 8 12	{ <sup>3</sup> 56 84	-
<i>Water Tenders (Marine).</i>									
Boston, . . . . .	-	-	<sup>5</sup> 65.00	6 -	6 -	{ <sup>7</sup> 8 9	<sup>7</sup> 8 9	{ <sup>7</sup> 56 54	-
<i>Wipers (Marine).</i>									
Boston, . . . . .	-	-	<sup>5</sup> 50.00	6 -	6 -	{ <sup>7</sup> 8 9	<sup>7</sup> 8 9	{ <sup>7</sup> 56 54	-
<b>Fitters, Horse and Cattle.</b>									
Boston, . . . . .	\$0.45	4.50	-	\$0.65	\$0.80	10	10	60	-
<b>Glass Workers.</b>									
New Bedford:									
Blockers, . . . . .	-	{ <sup>10</sup> 4.58 5.75	-	-	-	8	4	44	12
Finishers, . . . . .	-	{ <sup>10</sup> 3.50 3.75	-	-	-	8	4	44	12
Gaffers, . . . . .	-	{ <sup>10</sup> 7.00 7.35	-	-	-	8	4	44	12
Gatherers, . . . . .	-	{ <sup>11</sup> 3.30 5.25	-	-	-	8	4	44	12
Pressers, . . . . .	-	{ <sup>11</sup> 5.25 5.50	-	-	-	8	4	44	12
Servitors, . . . . .	-	{ <sup>10</sup> 5.50 6.30	-	-	-	8	4	44	12

<sup>1</sup> Prevailing rate; no agreement establishing a minimum.

<sup>2</sup> On October 1, 1917, rate was increased to \$24.50.

<sup>3</sup> Hours vary in the several establishments.

<sup>4</sup> In some cases, work 7 days, 56 hours a week.

<sup>5</sup> Rate per month.

<sup>6</sup> Overtime on ship work, 40 cents an hour; on working cargo, 50 cents.

<sup>7</sup> At sea, alternately 4 hours on duty and 8 hours off; in port 9 hours a day.

<sup>8</sup> On October 1, 1917, rate was increased to \$21.

<sup>9</sup> Prevailing range of rates; no agreement establishing a minimum rate.

<sup>10</sup> Prevailing rates of wages for first and second class men; no agreement establishing minimum rates. On December 3, 1917, rates for men in first class were increased to the following: Blockers, \$6 a day; finishers, \$4.80; gaffers, \$8; and servitors, \$6.50 a day.

<sup>11</sup> Prevailing rate of wages; no agreement establishing a minimum. On December 3, 1917, rate for gatherers was increased to \$4 a day, and for pressers to \$5.50 a day.

TABLE 13. MISCELLANEOUS TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
Glass Workers — Con.									
Somerville:									
Gaffers, . . . . .	—	<sup>1</sup> \$7.50	—	—	—	8	4	44	12
Gatherers, . . . . .	—	<sup>1</sup> 4.00	—	—	—	8	4	44	12
Servitors, . . . . .	—	<sup>1</sup> 6.00	—	—	—	8	4	44	12
Glove Cutters.									
Boston, . . . . .	—	—	<sup>2</sup> \$20.00	—	—	9	5	50	12
Harness Makers.									
Boston: <sup>3</sup>									
Fitters and finishers (coach and buggy repair work), .	—	—	19.50	1½ T.	1½ T.	9	4 8	4 53	4 5
Fitters and finishers (team and express repair work),	—	—	18.00	1½ T.	1½ T.	9	4 8	4 53	4 5
Machine operators (team and express work), . . .	—	—	19.00	1½ T.	1½ T.	9	4 8	4 53	4 5
Repair workers, general, .	—	—	18.00	1½ T.	1½ T.	9	4 8	4 53	4 5
Saddle and collar makers, .	—	—	19.00	1½ T.	1½ T.	9	4 8	4 53	4 5
Stitchers, . . . . .	—	—	15.00	1½ T.	1½ T.	9	4 8	4 53	4 5
Leather Handlers.									
Boston:									
Handlers, . . . . .	—	—	18.00	\$0.50	\$0.50	8½	5½	48	12
Shippers, . . . . .	—	—	20.00	.50	.50	8½	5½	48	12
Sorters, . . . . .	—	—	20.00	.50	.50	8½	5½	48	12
Weighers, . . . . .	—	—	20.00	.50	.50	8½	5½	48	12
Leather Workers.									
Salem:									
Embossers, . . . . .	—	—	<sup>1</sup> 20.00	—	—	9½	5	52½	12
Lime haulers, . . . . .	—	—	<sup>1</sup> 18.00	—	—	9½	5	52½	12
Measurers, . . . . .	—	—	<sup>5</sup> 12.00— 16.00	—	—	9½	5	52½	12
Sorters, . . . . .	—	—	<sup>5</sup> 17.00— 23.00	—	—	9½	5	52½	12
Tiers-up, . . . . .	—	—	<sup>1</sup> 17.00	—	—	9½	5	52½	12
Truckers, . . . . .	—	—	<sup>5</sup> 12.00— 16.00	—	—	9½	5	52½	12
Longshoremen.									
Cargo Workers.									
Boston (Unions A, B, and C):									
Bulk cargo, day, . . . .	<sup>6</sup> \$0.42	—	—	7 —	8.80	10	9	9 59	—
Bulk cargo, night, . . .	10.60	—	—	7 —	8.80	8½	8½	51	—
General cargo, day, . . .	11.40	—	—	7 —	8.80	10	9	9 59	—
General cargo, night, . .	10.60	—	—	7 —	8.80	8½	8½	51	—

<sup>1</sup> Prevailing rate of wages; no agreement establishing a minimum.<sup>2</sup> Normal earnings of piece workers; no agreement establishing a minimum.<sup>3</sup> A few harness makers employed by 6 master teamsters receive a minimum rate of \$20 a week for men in charge, and \$18 for helpers.<sup>4</sup> During 5 months, 5 hours on Saturday, 50 hours a week.<sup>5</sup> Prevailing range of rates; no agreement establishing a minimum rate.<sup>6</sup> On October 1, 1917, rate was increased to 55 cents an hour.<sup>7</sup> On October 1, 1917, overtime rate of 75 cents an hour was established.<sup>8</sup> On October 1, 1917, rate was increased to \$1 an hour.<sup>9</sup> On October 1, 1917, hours were reduced to 54 a week (9 a day).<sup>10</sup> On October 1, 1917, rate was increased to 75 cents an hour.<sup>11</sup> On October 1, 1917, rate was increased 10 cents an hour.



TABLE 13. MISCELLANEOUS TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Longshoremen — Con.</b>									
<i>Cargo Workers — Con.</i>									
Boston (Unions A, B, and C) — Con.									
Grain cargo, day, . . . .	<sup>1</sup> \$0.55	—	—	2—	<sup>3</sup> \$0.80	10	9	<sup>4</sup> 50	—
Grain cargo, night, . . .	<sup>5</sup> .65	—	—	2—	<sup>3</sup> .80	8½	8½	51	—
Sugar, molasses, orange, lemon, refrigerated, etc., cargoes, day, . . . .	1.50	—	—	2—	<sup>3</sup> .80	10	9	<sup>4</sup> 59	—
Sugar, molasses, orange, lemon, refrigerated, etc., cargoes, night, . . . .	<sup>5</sup> .60	—	—	2—	<sup>3</sup> .80	8½	8½	51	—
<i>Coal Handlers.</i>									
Boston, . . . . .	—	\$2.75	—	1½ T.	1½ T.	9	9	54	—
<i>Coastwise Workers.</i>									
Boston (day), . . . .	.40	—	—	\$0.65	.85	10	10	60	—
Boston (night), . . . .	.65	—	—	—	.85	10	10	60	—
<i>Freight Clerks.</i>									
Boston, . . . . .	—	3.12	—	1½ T.	1½ T.	10	9	59	—
Boston (railroad), . . . .	—	—	\$18.24	Reg.	Reg.	10	10	60	—
<i>Freight Handlers.</i>									
Boston (dock), . . . .	—	<sup>6</sup> 2.75	—	1½ T.	1½ T.	10	9	59	—
Boston (railroad), . . . .	.25	2.50	15.00	{ Reg. 1½ T.	{ Reg. 1½ T.	} 10	10	60	—
<i>Hoisting Engineers.</i>									
Boston (lighters), . . . .	<sup>7</sup> .60	—	20.00	.80	.80	10	9	59	—
Boston (yards), . . . .	<sup>7</sup> .60	—	18.00	1½ T.	1½ T.	10	9	59	—
<i>Lumber Handlers and Checkers.</i>									
Boston, . . . . .	<sup>8</sup> .35	—	—	.50	<sup>9</sup> .50	9	5	50	12
<b>Mattress Makers.</b>									
Boston:									
Fillers (first hand), . . .	—	—	17.00	1½ T.	1½ T.	9	5	50	12
Fillers (second hand), . .	—	—	15.00	1½ T.	1½ T.	9	5	50	12
Tick cutters, . . . . .	—	—	18.00	1½ T.	1½ T.	9	5	50	12
Tick sewers (after six months), . . . .	—	—	11.00	1½ T.	1½ T.	8	4	44	12
<b>Meter Workers.</b>									
Boston:									
Gas meter repairers, . . .	.40½	—	20.10	1½ T.	1½ T.	9	5	50	12
Meter adjusters, . . . .	.40½	—	20.10	1½ T.	1½ T.	9	5	50	12
Painters, . . . . .	—	—	16.00	1½ T.	1½ T.	9	5	50	12

<sup>1</sup> On October 1, 1917, rate was increased 10 cents an hour.<sup>2</sup> On October 1, 1917, overtime rate of 75 cents an hour was established.<sup>3</sup> On October 1, 1917, rate was increased to \$1 an hour.<sup>4</sup> On October 1, 1917, hours were reduced to 54 a week (9 a day).<sup>5</sup> On October 1, 1917, rate was increased to 75 cents an hour.<sup>6</sup> On October 1, 1917, rate was increased to \$3 a day.<sup>7</sup> Broken time.<sup>8</sup> Includes, also, gang bosses, lighter captains, truckers, and millmen. Rate shown is the minimum hourly rate. Weekly rates paid range from \$18 to \$19.<sup>9</sup> On Labor Day and on Christmas Day, 75 cents an hour.

TABLE 13. MISCELLANEOUS TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Oil Cloth Workers.</b>									
Taunton, . . . . .	-	-	$\left\{ \begin{array}{l} \$9.00 \\ 12.00 \\ 12.90 \end{array} \right.$	-	-	9	5	50	12
<b>Painters (Glaziers).</b>									
Boston:									
Apprentices, . . . . .	-	-	9.00	1½ T.	2 T.	8	4	44	12
Bedders and tinner, . . .	\$0.35½	-	-	1½ T.	2 T.	8	4	44	12
Platen and runners, . . .	.45½	-	-	1½ T.	2 T.	8	4	44	12
<b>Plumbers (Marine).</b>									
Quincy, . . . . .	$\left\{ \begin{array}{l} \$31- \\ .47 \end{array} \right.$	-	-	1½ T.	1½ T.	8	8	48	-
<b>Rag Pickers and Sorters.</b>									
Chelsea, . . . . .	-	-	18.00	1½ T.	1½ T.	10	-	54	12
<b>Rubber Workers.</b>									
Boston:									
Calendermen, . . . . .	.30	-	6 18.00	-	-	9½	5	52½	12
Calendermen's helpers, . .	.22	-	5 13.20	-	-	9½	5	52½	12
Helpers, general, . . . . .	.20	-	5 12.00	-	-	9½	5	52½	12
Hose workers, . . . . .	.20	-	5 12.00	-	-	9½	5	52½	12
Mixers, . . . . .	.23	-	5 13.80	-	-	9½	5	52½	12
<b>Sail and Awning Makers.</b>									
Boston, . . . . .	6.50	\$4.00	24.00	1½ T.	2 T.	8	8	48	7 6
<b>Sailors.</b>									
Boston:									
Boatswains, . . . . .	-	-	8 70.00	$\left\{ \begin{array}{l} \$0.40 \\ .50 \end{array} \right.$	$\left\{ \begin{array}{l} \$0.40 \\ .50 \end{array} \right.$	$\left\{ \begin{array}{l} 10 12 \\ 9 \end{array} \right.$	$\left\{ \begin{array}{l} 10 12 \\ 9 \end{array} \right.$	$\left\{ \begin{array}{l} 10 84 \\ 54 \end{array} \right.$	$\left. \begin{array}{l} - \\ - \end{array} \right\}$
Quartermasters, . . . . .	-	-	8 60.00	$\left\{ \begin{array}{l} .40 \\ .50 \end{array} \right.$	$\left\{ \begin{array}{l} .40 \\ .50 \end{array} \right.$	$\left\{ \begin{array}{l} 10 12 \\ 9 \end{array} \right.$	$\left\{ \begin{array}{l} 10 12 \\ 9 \end{array} \right.$	$\left\{ \begin{array}{l} 10 84 \\ 54 \end{array} \right.$	$\left. \begin{array}{l} - \\ - \end{array} \right\}$
Sailors, . . . . .	-	-	8 60.00	$\left\{ \begin{array}{l} .40 \\ .50 \end{array} \right.$	$\left\{ \begin{array}{l} .40 \\ .50 \end{array} \right.$	$\left\{ \begin{array}{l} 10 12 \\ 9 \end{array} \right.$	$\left\{ \begin{array}{l} 10 12 \\ 9 \end{array} \right.$	$\left\{ \begin{array}{l} 10 84 \\ 54 \end{array} \right.$	$\left. \begin{array}{l} - \\ - \end{array} \right\}$
Watchmen, . . . . .	-	-	8 60.00	$\left\{ \begin{array}{l} .40 \\ .50 \end{array} \right.$	$\left\{ \begin{array}{l} .40 \\ .50 \end{array} \right.$	$\left\{ \begin{array}{l} 10 12 \\ 9 \end{array} \right.$	$\left\{ \begin{array}{l} 10 12 \\ 9 \end{array} \right.$	$\left\{ \begin{array}{l} 10 84 \\ 54 \end{array} \right.$	$\left. \begin{array}{l} - \\ - \end{array} \right\}$
<b>Ship Carpenters.</b>									
Boston (Union A), . . . . .	-	-	8 75.00	$\left\{ \begin{array}{l} .40 \\ .50 \end{array} \right.$	$\left\{ \begin{array}{l} .40 \\ .50 \end{array} \right.$	$\left\{ \begin{array}{l} 10 12 \\ 9 \end{array} \right.$	$\left\{ \begin{array}{l} 10 12 \\ 9 \end{array} \right.$	$\left\{ \begin{array}{l} 10 84 \\ 54 \end{array} \right.$	$\left. \begin{array}{l} - \\ - \end{array} \right\}$
Boston (Union B):									
Calkers, wet dock, . . . . .	-	11 4.00	-	2 T.	2 T.	8	8	48	-
New wooden tanks, . . . .	.56½	-	-	2 T.	2 T.	8	8	48	-
Repair work and new, . . .	.56½	-	-	12 -	12 -	8	8	48	-
Repairs on wooden tanks, .	-	9.00	-	12 -	12 -	8	8	48	-

1 When working on piece work employees earn from \$14.10 to \$15.00 weekly.

2 Shopmen work 9 hours on 5 days, 5 hours on Saturday, 50 hours a week.

3 Prevailing range of rates; no agreement establishing a minimum rate.

4 On Friday, 8 hours, on Sunday, 6 hours; no work on Saturday.

5 Paid for 60 hours.

6 Prevailing rate; no agreement establishing a minimum.

7 During 6 months, 9 hours on 4 days, 8 hours on 1 day, and 4 hours on Saturday.

8 Prevailing rate per month; no agreement establishing a minimum rate.

9 Overtime on ship work, 40 cents an hour; on working cargo, 50 cents.

10 At sea, alternately, 4 hours on duty and 4 hours off; in port, 9 hours a day.

11 Per tide.

12 Double time; except on difficult repair work on tanks, triple time.

TABLE 13. MISCELLANEOUS TRADES—CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES						HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Working Days	Sun-days and Holi-days	Mon-day to Fri-day	Sat-urday			
Ship Painters.										
Boston, . . . . .	\$0.62½	-	-	2 T.	2 T.	8	1 -	140	1 -	
Weavers, Elastic Goring. <sup>2</sup>										
Brockton, . . . . .	.30	-	-	-	-	9	5	50	12	
Easthampton, . . . . .	.25	\$2.50	\$13.75	-	-	10	5	55	12	

<sup>1</sup> Work 5 days a week, no work on Saturday.

<sup>2</sup> Also work by the piece; rates shown are for time work only.

## B. PUBLIC SERVICE.

TABLE 14. FEDERAL SERVICE.

[Compiled from information furnished by the Ordnance Department, United States Army.]

OCCUPATIONS.	RATES OF WAGES <sup>1</sup>				
	First Class	Second Class	Third Class	Fourth Class	Fifth Class
<b>United States Army Employees, Springfield.</b>					
Annealers, . . . . .	\$2.50	-	-	-	-
Assemblers, . . . . .	2.50	-	-	-	-
Barrel drillers, . . . . .	3.00	\$2.75	-	-	-
Barrel reamers, . . . . .	3.25	3.00	\$2.75	-	-
Barrel riflers, . . . . .	3.25	3.00	-	-	-
Barrel rollers, . . . . .	3.00	-	-	-	-
Barrel straighteners, . . . . .	3.00	-	-	-	-
Barrel turners, . . . . .	2.50	-	-	-	-
Blacksmiths, . . . . .	3.50	-	-	-	-
Blacksmiths' helpers, . . . . .	2.50	-	-	-	-
Browners, . . . . .	3.50	3.25	-	-	-
Carpenters, . . . . .	4.00	3.75	3.50	-	-
Casehardeners, . . . . .	3.50	3.25	-	-	-
Chauffeurs, . . . . .	3.25	3.00	-	-	-
Die sinkers, . . . . .	5.00	4.75	4.50	\$4.25	-
Drillers, . . . . .	3.50	3.25	3.00	2.75	\$2.00
Dropforgers, . . . . .	4.00	3.75	3.50	-	-
Electricians, . . . . .	3.75	3.50	3.25	3.00	-
Engineers, . . . . .	4.00	3.75	-	-	-
Farriers, . . . . .	4.00	-	-	-	-
File cutters, . . . . .	4.00	-	-	-	-
Filers, . . . . .	2.75	2.60	-	-	-
Filers (female), . . . . .	1.75	-	-	-	-
Firemen, . . . . .	<sup>2</sup> 92.00	-	-	-	-
Foremen, . . . . .	5.75	-	-	-	-
Foremen, assistant, . . . . .	6.75	6.50	6.25	6.00	<sup>3</sup> 5.75
Gang bosses, . . . . .	4.50	4.25	4.00	3.75	<sup>4</sup> 3.50
Gauge makers, . . . . .	5.00	4.75	4.50	4.25	-
Grinders, . . . . .	3.50	3.25	3.00	2.75	2.00
Guards, . . . . .	<sup>2</sup> 80.00	-	-	-	-
Inspectors, . . . . .	3.75	3.50	3.25	-	-
Inspectors (female), . . . . .	2.00	-	-	-	-
Inspectors, chief, . . . . .	5.50	5.25	5.00	-	-
Laborers, common, . . . . .	2.36	2.25	-	-	-
Laborers, skilled, . . . . .	4.25	4.00	3.75	3.50	<sup>5</sup> 3.25
Machine gun mechanics, . . . . .	3.50	3.25	3.00	2.75	2.00
Machine operators, . . . . .	3.50	3.25	3.00	-	-
Machine operators (female), . . . . .	<sup>6</sup> 600.00	-	-	-	-
Machinists, . . . . .	4.25	4.00	3.75	3.50	-
Machinists' apprentices, . . . . .	.64	-	-	-	-
Masons, . . . . .	4.00	3.75	-	-	-
Messenger boys, . . . . .	1.50	1.25	-	-	-
Millers, . . . . .	2.36	-	-	-	-
Millwrights, . . . . .	4.00	3.75	3.50	3.25	-
Oilers, . . . . .	2.50	-	-	-	-
Packers, . . . . .	3.50	3.25	3.00	2.75	-
Painters, . . . . .	3.50	3.25	-	-	-
Pipefitters, . . . . .	3.75	-	-	-	-
Platers, . . . . .	3.75	3.50	-	-	-
Plumbers, . . . . .	4.00	-	-	-	-
Polishers, . . . . .	3.25	3.00	-	-	-
Printers, . . . . .	3.50	3.25	3.00	-	-
Profilers, . . . . .	2.75	-	-	-	-
Punch press operators, . . . . .	2.75	-	-	-	-
Screwmakers, . . . . .	2.75	2.50	-	-	-
Screwmakers (adjusters), . . . . .	3.75	-	-	-	-
Shavers, . . . . .	2.75	2.50	-	-	-
Slaters, . . . . .	3.00	-	-	-	-
Steamfitters, . . . . .	3.75	-	-	-	-
Stockers, . . . . .	3.75	3.50	3.25	3.00	-
Targeters, . . . . .	3.50	3.25	3.00	2.75	2.00
Temperers, . . . . .	4.00	3.75	3.50	3.25	-
Tinsmiths, . . . . .	3.75	-	-	-	-
Tool grinders, . . . . .	4.00	3.75	-	-	-
Tool makers, . . . . .	5.00	4.75	4.50	4.25	4.00
Watchmen, . . . . .	<sup>2</sup> 80.00	-	-	-	-
Welders, . . . . .	3.75	-	-	-	-
Woodworkers, . . . . .	3.50	3.25	3.00	-	-

<sup>1</sup> Rates shown are rates per day except where otherwise specified. Hours of labor are 8 a day, 48 a week, with Saturday half-holiday during 3 (summer) months.

<sup>2</sup> Rate per month.

<sup>3</sup> Rate per month. <sup>4</sup> Rate per month. <sup>5</sup> Rate per month. <sup>6</sup> Rate per month.

TABLE 14. FEDERAL SERVICE — CONTINUED.

[Compiled from information furnished by the Navy Yard Authorities.]

OCCUPATIONS.	DAILY RATES OF WAGES			
	First Class	Second Class	Third Class	Fourth Class
<b>United States Navy Yard Employees, Boston.<sup>1</sup></b>				
Anglesmiths, . . . . .	\$4.24	\$4.00	\$3.76	\$3.52
Block makers, . . . . .	3.36	3.04	2.88	2.40
Boat builders, . . . . .	4.24	4.00	3.76	3.36
Boiler makers, . . . . .	4.24	4.00	3.76	<sup>2</sup> 3.52
Boiler makers' helpers, . . . . .	2.56	2.24	2.00	1.68
Box makers, . . . . .	3.12	2.88	2.64	2.40
Boys, . . . . .	1.60	1.36	1.12	.88
Calkers and chippers, iron, . . . . .	3.84	3.60	3.36	3.12
Calkers, wood, . . . . .	4.16	3.92	3.68	3.44
Carpenters (house), . . . . .	4.24	4.00	3.76	3.28
Chauffeurs, . . . . .	3.20	2.48	—	—
Concrete workers, . . . . .	4.00	3.52	3.04	—
Coopers, . . . . .	3.36	3.12	2.88	2.64
Coppersmiths, . . . . .	4.40	4.16	3.92	3.44
Coppersmiths' helpers, . . . . .	2.56	2.32	2.00	1.60
Cranemen, . . . . .	2.88	2.72	2.48	2.32
Die sinkers, . . . . .	5.28	5.04	4.80	4.32
Dispensary attendants, . . . . .	2.56	2.00	—	—
Divers, . . . . .	<sup>3</sup> 6.00	—	—	—
Drillers, . . . . .	3.20	2.96	2.72	2.48
Electricians, . . . . .	4.80	—	—	—
Electricians, radio, . . . . .	5.28	4.80	4.40	—
Electricians, storage battery, . . . . .	6.00	—	—	—
Electricians (switchmen), <sup>4</sup> . . . . .	2.88	2.64	2.40	2.16
Electricians' helpers, . . . . .	2.56	2.32	2.08	1.60
Electroplaters, . . . . .	3.68	3.44	3.20	2.88
Engine tenders (crane), . . . . .	4.00	3.68	3.44	3.04
Engine tenders (locomotive), . . . . .	4.00	3.68	3.44	3.20
Engine tenders (stationary), . . . . .	3.60	3.36	3.12	2.88
Firemen, . . . . .	2.96	2.72	2.48	2.40
Flange turners, <sup>4</sup> . . . . .	4.72	4.48	4.24	<sup>5</sup> 4.00
Forgers, drop, . . . . .	4.72	4.48	4.16	3.84
Forgers, heavy, . . . . .	4.80	4.56	4.24	3.84
Forgers' helpers, heavy, . . . . .	2.96	—	—	—
Galvanizers, . . . . .	3.36	3.12	2.88	2.56
Gardeners, . . . . .	3.12	2.88	2.64	2.40
Hammer runners, . . . . .	3.12	2.88	2.64	2.40
Heaters, furnace, . . . . .	3.60	3.36	3.12	2.88
Helpers, general, . . . . .	2.56	2.32	2.08	1.60
Holders-on, . . . . .	2.80	2.56	2.32	1.84
Janitors, . . . . .	2.48	2.24	2.00	1.60
Joiners, ship, . . . . .	4.24	4.00	3.76	3.28
Laboratorians' helpers, . . . . .	2.72	—	—	—
Laborers, common, . . . . .	2.48	2.24	2.00	1.60
Levelers, . . . . .	4.00	—	—	—
Loftsmen, . . . . .	5.04	4.80	—	—
Machinists, . . . . .	4.40	4.16	3.92	<sup>6</sup> 3.68
Machinists' helpers, . . . . .	2.56	2.24	2.00	1.68
Masons, brick, . . . . .	5.20	4.96	4.72	4.48
Masons, stone, . . . . .	5.20	4.96	4.72	4.48
Melters, . . . . .	3.44	3.20	2.96	2.40
Millmen, . . . . .	4.00	3.76	3.52	3.20
Millwrights, . . . . .	4.48	4.00	3.76	3.60
Molders, . . . . .	4.24	4.00	3.76	<sup>6</sup> 3.52
Molders' helpers, . . . . .	2.56	2.32	2.08	1.60
Oakum spinners, . . . . .	2.64	2.40	2.08	1.84
Operators, acetylene, . . . . .	3.76	3.52	3.28	3.04
Ordnance men, . . . . .	4.00	3.76	3.52	3.28
Packers, . . . . .	2.64	2.40	2.32	2.08
Painters, . . . . .	3.68	3.52	3.36	<sup>7</sup> 3.20

<sup>1</sup> Hours of labor are 8 a day, 48 a week, with Saturday half-holiday during 3 (summer) months. Rates of wages shown were in effect on July 1, 1917, but were revised on November 1, 1917.

<sup>2</sup> Fifth class, \$3.20 a day.

<sup>3</sup> Plus regular daily pay.

<sup>4</sup> New rates, established July 12, 1917.

<sup>5</sup> Fifth class, \$3.68 a day.

<sup>6</sup> Fifth class, \$3.28 a day.

<sup>7</sup> Fifth class, \$2.96 a day.

TABLE 14. FEDERAL SERVICE — CONTINUED.

OCCUPATIONS.	DAILY RATES OF WAGES			
	First Class	Second Class	Third Class	Fourth Class
<b>United States Navy Yard Employees, Boston — Con.</b>				
Painters' helpers, . . . . .	\$2.56	\$2.32	\$2.08	\$1.60
Pattern makers, . . . . .	4.40	4.16	3.92	3.44
Pavers, . . . . .	4.48	4.00	3.76	3.12
Pipefitters, . . . . .	4.00	3.76	3.52	3.28
Pipefitters' helpers, . . . . .	2.64	2.32	2.08	1.68
Plasterers, . . . . .	4.72	4.32	4.00	3.76
Plumbers, house, . . . . .	4.48	4.24	4.00	3.68
Plumbers, ship, . . . . .	4.40	4.16	3.92	3.68
Punchers and shearers, . . . . .	3.28	3.04	2.80	2.48
Riggers, . . . . .	4.00	3.76	3.52	2.80
Riggers' helpers, . . . . .	2.56	2.32	2.08	1.60
Riveters, . . . . .	3.84	3.60	3.36	3.12
Rivet heaters (boys), . . . . .	2.00	1.76	1.52	1.28
Roofers, . . . . .	4.80	4.56	4.32	3.52
Rope makers, . . . . .	3.52	3.36	3.12	<sup>1</sup> 2.88
Rope makers' helpers, . . . . .	2.56	2.32	2.08	1.60
Sail makers, . . . . .	4.00	3.76	3.52	2.80
Sand blasters, . . . . .	3.04	2.80	—	—
Saw filers, . . . . .	5.04	4.00	3.52	3.04
Sheet metal workers, . . . . .	4.40	4.16	3.92	3.44
Ship fitters, . . . . .	4.48	4.24	4.00	<sup>2</sup> 3.76
Ship fitters' helpers, . . . . .	2.64	2.40	2.16	1.76
Ship smiths, . . . . .	4.16	3.92	3.68	<sup>3</sup> 3.44
Ship smiths' helpers, . . . . .	2.72	2.56	2.32	<sup>4</sup> 3.52
Shipwrights, . . . . .	4.16	3.92	3.76	3.52
Stable keepers, . . . . .	2.48	2.16	1.92	1.60
Stone cutters, . . . . .	4.00	3.76	3.52	3.04
Teamsters, . . . . .	2.72	2.48	2.24	2.00
Tool dressers, . . . . .	4.00	3.76	3.52	3.28
Tool makers, . . . . .	4.56	4.32	4.08	3.84
Trackmen, . . . . .	2.96	2.72	2.48	2.24
Upholsterers, . . . . .	3.76	3.52	3.28	3.04
Wharf builders, . . . . .	3.92	3.68	3.44	2.80
Wheelwrights, . . . . .	3.52	3.36	3.28	2.80
Wiremen, . . . . .	4.56	4.16	3.76	3.36
Woodworkers' helpers, . . . . .	2.56	2.32	2.08	1.60

<sup>1</sup> Fifth class, \$2.64 a day.<sup>2</sup> Fifth class, \$3.28 a day.<sup>3</sup> Fifth class, \$3.04 a day.<sup>4</sup> Fifth class, \$3.20 a day.

TABLE 14. FEDERAL SERVICE — CONTINUED.

[Compiled from information furnished by the Ordnance Department, United States Army.]

OCCUPATIONS.	RATES OF WAGES <sup>1</sup>				
	First Class	Second Class	Third Class	Fourth Class	Fifth Class
<b>Watertown Arsenal Employees.<sup>1</sup></b>					
Annealers . . . . .	\$2.80	—	—	—	—
Armament foremen, . . . . .	<sup>2</sup> 175.00	—	—	—	—
Armament foremen, assistant, . . . . .	<sup>2</sup> 160.00	—	—	—	—
Blacksmiths, . . . . .	3.12	\$3.28	\$3.36	\$3.60	\$3.84
Blacksmiths (foremen), . . . . .	<sup>2</sup> 160.00	—	—	—	—
Blacksmiths' helpers, . . . . .	2.16	2.24	2.32	2.48	2.80
Carpenters, . . . . .	2.80	3.12	3.28	3.36	<sup>3</sup> 3.44
Carpenters' helpers, . . . . .	2.40	—	—	—	—
Chemists, . . . . .	<sup>4</sup> 1,200.00	<sup>4</sup> 1,320.00	<sup>4</sup> 1,560.00	<sup>4</sup> 1,980.00	—
Chippers, . . . . .	2.40	2.48	2.56	2.64	2.80
Coremakers, . . . . .	4.00	4.16	—	—	—
Cranemen, . . . . .	2.40	2.48	2.56	2.80	2.96
Draftsmen, . . . . .	<sup>2</sup> 110.00	<sup>4</sup> 1,000.00	<sup>4</sup> 1,200.00	<sup>4</sup> 1,210.00	<sup>5</sup> 1,300.00
Draftsmen's apprentices, . . . . .	<sup>4</sup> 528.00	<sup>4</sup> 648.00	—	—	—
Electricians, . . . . .	3.36	3.68	3.76	3.84	3.92
Electricians' helpers, . . . . .	2.32	2.40	—	—	—
Engineers, assistant, . . . . .	<sup>2</sup> 97.50	—	—	—	—
Engineers, locomotive, . . . . .	3.84	—	—	—	—
Engineers, locomotive, crane, . . . . .	<sup>2</sup> 92.50	—	—	—	—
Engineers, stationary, . . . . .	<sup>2</sup> 95.00	<sup>2</sup> 115.00	—	—	—
Firemen, . . . . .	<sup>2</sup> 80.00	<sup>2</sup> 82.00	<sup>2</sup> 92.50	—	—
Foremen, assistant, . . . . .	2.80	2.96	—	—	—
Foundry boys (first six months), . . . . .	1.00	—	—	—	—
Furnace helpers, . . . . .	2.56	—	—	—	—
Gang bosses, . . . . .	2.80	3.04	3.28	3.92	<sup>6</sup> 4.56
Hardening shop foremen, . . . . .	<sup>4</sup> 1,800.00	—	—	—	—
Inspectors, assistant, . . . . .	2.00	2.76	<sup>2</sup> 95.00	<sup>2</sup> 110.00	—
Inspectors, assistant (ordnance), . . . . .	<sup>2</sup> 110.00	<sup>2</sup> 150.00	—	—	—
Inspectors, chief, . . . . .	<sup>2</sup> 150.00	—	—	—	—
Inspectors, shop, . . . . .	4.80	<sup>2</sup> 105.00	<sup>2</sup> 110.00	<sup>2</sup> 120.00	<sup>2</sup> 130.00
Laboratory assistants, . . . . .	<sup>2</sup> 100.00	<sup>2</sup> 105.00	<sup>2</sup> 110.00	<sup>4</sup> 1,200.00	—
Laborers (foremen), . . . . .	2.96	3.52	4.00	—	—
Laborers, skilled, . . . . .	2.32	2.40	2.56	2.64	<sup>7</sup> 2.72
Laborers, unskilled, . . . . .	2.16	2.24	2.32	2.40	<sup>8</sup> 2.48
Machine operators, . . . . .	2.32	2.48	2.56	2.64	<sup>9</sup> 2.80
Machinists, . . . . .	2.56	2.80	3.12	3.36	<sup>10</sup> 3.44
Machinists' apprentices, . . . . .	.78	1.24	1.88	2.34	—
Machinists, armament, . . . . .	3.12	3.28	3.36	3.60	—
Machinists (foremen), . . . . .	<sup>2</sup> 140.00	<sup>2</sup> 150.00	<sup>2</sup> 160.00	<sup>4</sup> 1,920.00	—
Machinists' helpers, . . . . .	2.00	2.16	2.24	2.32	<sup>11</sup> 2.40
Machinists, resident, . . . . .	<sup>2</sup> 125.00	—	—	—	—
Masons, . . . . .	5.60	—	—	—	—
Masons' helpers, . . . . .	2.56	—	—	—	—
Messenger boys, . . . . .	<sup>4</sup> 360.00	<sup>4</sup> 420.00	—	—	—

<sup>1</sup> Rates of wages shown are rates per day except where otherwise specified and were those in effect on July 1, 1917. Since that date the rates have been revised in a large number of instances and some new positions have been added. Salaries of officials receiving more than \$2,100 per annum are not shown. Eight hours constitutes a day's work for all mechanics, laborers, and workmen. Per diem employees are paid for each day upon which they render service and are paid, in addition, for all holidays. Employees, such as watchmen, teamsters, engineers, assistant engineers, firemen, etc., whose pay is either annual or monthly, are paid for thirty (30) days in each month and, if called upon, are required to render service on each day. Employees other than mechanics, laborers, and workmen, whose compensation is either annual or monthly, such as draftsmen, inspectors, etc., are not limited to eight hours in any one day, but ordinarily work eight hours per day.

<sup>2</sup> Rate per month.

<sup>3</sup> Sixth class, \$3.52.

<sup>4</sup> Rate per year.

<sup>5</sup> Rate per year. Sixth class, \$1,320; seventh class, \$1,440; eighth class, \$1,540; ninth class, \$1,650.

<sup>6</sup> Fourteen classes in all; maximum, \$150 per month.

<sup>7</sup> Twelve classes in all; maximum, \$140 per month.

<sup>8</sup> Eight classes in all; maximum, \$2.72 per day.

<sup>9</sup> Eight classes in all; maximum, \$3.36 per day.

<sup>10</sup> Twelve classes in all; maximum, \$4.32 per day.

<sup>11</sup> Ten classes in all; maximum, \$2.88 per day.

TABLE 14. FEDERAL SERVICE — CONCLUDED.

OCCUPATIONS.	RATES OF WAGES				
	First Class	Second Class	Third Class	Fourth Class	Fifth Class
<b>Watertown Arsenal Employees</b> — Con.					
Molders, . . . . .	\$3.28	\$4.16	\$4.40	—	—
Molders' apprentices, . . . . .	1.04	1.68	2.48	\$3.12	—
Molders (foremen), . . . . .	<sup>1</sup> 1,680.00	—	—	—	—
Molders' helpers, . . . . .	2.16	2.24	2.32	2.40	\$2.48
Office helpers, . . . . .	<sup>1</sup> 540.00	<sup>1</sup> 594.00	<sup>1</sup> 600.00	<sup>1</sup> 660.00	<sup>2</sup> 720.00
Oilers, . . . . .	2.48	—	—	—	—
Packers, . . . . .	2.40	2.48	2.64	—	—
Painters, . . . . .	2.88	—	—	—	—
Pattern makers, . . . . .	2.80	4.08	4.32	—	—
Plumbers, . . . . .	3.44	3.60	—	—	—
Plumbers' helpers, . . . . .	2.24	2.40	2.56	—	—
Polishers, . . . . .	3.12	—	—	—	—
Punch press operators, . . . . .	2.56	—	—	—	—
Rate setters, . . . . .	3.84	<sup>3</sup> 110.00	<sup>3</sup> 125.00	<sup>3</sup> 135.00	<sup>4</sup> 140.00
Riggers, . . . . .	2.56	2.80	3.84	—	—
Screw makers, . . . . .	3.36	—	—	—	—
Steam hammer drivers, . . . . .	2.48	2.56	—	—	—
Storehouse keepers, . . . . .	<sup>1</sup> 1,260.00	—	—	—	—
Storehouse keepers, assistant, . . . . .	<sup>3</sup> 75.00	—	—	—	—
Teamsters, . . . . .	2.24	—	—	—	—
Telephone operators, . . . . .	<sup>1</sup> 576.00	<sup>1</sup> 680.00	—	—	—
Tool grinders, . . . . .	2.48	2.72	2.80	3.60	—
Tool keepers, . . . . .	2.32	2.40	2.48	3.84	—
Tool makers, . . . . .	2.64	3.36	3.60	3.68	<sup>5</sup> 3.84
Tool makers (foremen), . . . . .	<sup>3</sup> 155.00	—	—	—	—
Toolsmiths, . . . . .	3.36	—	—	—	—
Woodworkers (foremen), . . . . .	<sup>1</sup> 1,860.00	—	—	—	—
Workmen, skilled, . . . . .	2.56	2.76	3.12	3.16	<sup>6</sup> 3.20

<sup>1</sup> Rate per year.<sup>2</sup> Rate per year. Nine classes in all; maximum, \$858 per year.<sup>3</sup> Rate per month.<sup>4</sup> Rate per month. Sixth class, \$150 per month.<sup>5</sup> Nine classes in all; maximum, \$120 per month.<sup>6</sup> Fourteen classes in all; maximum daily rate, \$8; maximum monthly rate, \$115. Fourteenth class, \$2,600 per year.



TABLE 15. MUNICIPAL SERVICE.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME <sup>1</sup>		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Ambulance Drivers.</b>									
Boston, . . . . .	-	-	\$21.00	-	-	8	8	<sup>2</sup> 56	<sup>2</sup> 6
<b>Attendants.</b>									
Boston (Bath dept.), . . .	-	\$3.00	-	-	-	8	8	48	-
<b>Blacksmiths.</b>									
Boston (Highway dept.), . .	-	4.00	24.00	-	-	8	4	44	12
Boston (Park employees), . .	-	4.00	-	-	-	8	4	44	12
New Bedford, . . . . .	-	3.50	21.00	Reg.	Reg.	8½	5½	48	12
Newton, . . . . .	\$0.37½	3.00	18.00	Reg.	Reg.	8	8	48	6
<b>Blacksmiths' Helpers.</b>									
New Bedford, . . . . .	-	3.00	18.00	Reg.	Reg.	8½	5½	48	12
Newton, . . . . .	.34½	2.75	16.50	Reg.	Reg.	8	8	48	6
<b>Carpenters.</b>									
Boston (Metropolitan Park dept.), . . . . .	-	3.85	23.10	Reg.	Reg.	8	4	44	12
Boston (Paving dept.), . . .	-	4.00	-	1½ T.	2 T.	8.	4	44	12
New Bedford, . . . . .	-	3.00	18.00	Reg.	Reg.	8½	5½	48	12
Newton, . . . . .	.40½	3.25	19.50	Reg.	Reg.	8	8	48	6
Wellesley, . . . . .	-	2.50	15.00	1½ T.	1½ T.	9	5	50	12
<b>Chauffeurs.</b>									
Boston:									
Ambulance drivers, . . . .	-	-	21.00	-	-	8	8	<sup>2</sup> 56	<sup>2</sup> 6
Cemetery dept., . . . . .	-	3.00	-	-	-	8	4	44	12
Chauffeurs, first class, . . .	-	-	21.00	-	-	8	5	45	12
Metropolitan Park dept., . .	-	3.25	19.50	Reg.	Reg.	8	4	44	12
Brookline, . . . . .	-	-	18.00	Reg.	Reg.	8	8	48	4
Newton, . . . . .	.39	3.12	18.72	Reg.	Reg.	8	8	48	6
<b>Custodians.</b>									
Boston (Bath dept.), . . .	-	3.00	-	-	-	8	8	48	-
Springfield (school house), .	-	-	<sup>2</sup> 15.40	Reg.	Reg.	8	4 5	48	12
<b>Drawtenders.</b>									
Boston:									
Drawtenders, . . . . .	-	-	<sup>2</sup> 26.92	-	-	8	8	56	-
Drawtenders, first assistant, .	-	-	<sup>2</sup> 19.23	-	-	8	8	56	-
Drawtenders, second assistant, .	-	-	<sup>2</sup> 21.15	-	-	8	8	56	-
Drawtenders (Bridge Commission), . . . . .	-	-	<sup>2</sup> 23.08	-	-	8	8	56	-
Drawtenders, assistant (Bridge Commission), . . .	-	-	<sup>2</sup> 19.23	-	-	8	8	56	-
Cambridge, . . . . .	-	-	<sup>2</sup> 22.12	-	-	8	8	56	-
Cambridge (assistant), . . . .	-	-	<sup>2</sup> 18.27	-	-	8	8	56	-
<b>Drillers.</b>									
New Bedford, . . . . .	-	3.00	18.00	Reg.	Reg.	8½	5½	48	12
Newton, . . . . .	.34½	2.75	16.50	Reg.	Reg.	8	8	48	6

<sup>1</sup> Symbols signify as follows: Reg.=Regular time; 1½ T.=One and one-half time; 2 T.=Double time.<sup>2</sup> Work 7 days per week with 5 hours off on alternate Sundays.<sup>3</sup> Minimum rate; rates range as high as \$23; majority receive \$18 and \$21.<sup>4</sup> Work 3 hours on Sunday.<sup>5</sup> Rate per week, on the basis of annual salary (52 weeks).

TABLE 15. MUNICIPAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Electricians.</b>									
Boston (Port Directors' employees), . . . . .	-	\$4.66 <sup>2</sup> / <sub>3</sub>	\$28.00	Reg.	Reg.	8	4	44	12
<b>Engineers, Stationary.</b>									
Boston (Cemetery dept.), . . . . .	-	3.50	-	-	-	8	4	44	12
New Bedford (hoisting and portable), . . . . .	-	-	24.00	Reg.	Reg.	8 <sup>1</sup> / <sub>2</sub>	5 <sup>1</sup> / <sub>2</sub>	48	12
Wellesley, . . . . .	-	{ 3.25- 3.75 }	-	1 <sup>1</sup> / <sub>2</sub> T.	1 <sup>1</sup> / <sub>2</sub> T.	9	5	50	12
<b>Foremen.</b>									
Boston:									
Cemetery dept., teamsters, . . . . .	-	3.00	-	-	-	8	4	44	12
Highway dept., . . . . .	-	5.77	<sup>2</sup> 34.62	-	-	8	4	44	12
Highway dept., sub-foremen, . . . . .	-	-	24.93	-	-	8	4	44	12
Metropolitan Park dept., . . . . .	-	3.85	23.10	Reg.	Reg.	8	4	44	12
Park employees, . . . . .	-	4.00	-	-	-	8	4	44	12
Lynn, . . . . .	-	-	24.00	Reg.	2 T.	8	4	44	12
New Bedford (Sewer dept.), . . . . .	-	4.00	24.00	Reg.	Reg.	8 <sup>1</sup> / <sub>2</sub>	5 <sup>1</sup> / <sub>2</sub>	48	12
New Bedford (Street dept.), . . . . .	-	3.50	21.00	Reg.	Reg.	8 <sup>1</sup> / <sub>2</sub>	5 <sup>1</sup> / <sub>2</sub>	48	12
Newton:									
Forestry dept., . . . . .	\$0.42	3.36	-	Reg.	Reg.	8	8	48	6
Highway dept., . . . . .	.43 <sup>3</sup> / <sub>4</sub>	3.50	-	Reg.	Reg.	8	8	48	6
Sewer dept., . . . . .	.50	4.00	-	Reg.	Reg.	8	8	48	6
Waltham, . . . . .	-	{ 2.75- 3.50 }	-	1 <sup>1</sup> / <sub>2</sub> T.	1 <sup>1</sup> / <sub>2</sub> T.	8	8	48	6
Watertown, . . . . .	-	-	21.00	-	Reg.	8	4	44	12
Winchester:									
First class, . . . . .	-	4.15	<sup>2</sup> 24.90	-	-	8 <sup>3</sup> / <sub>5</sub>	5	48	12
Second class, . . . . .	-	3.45	<sup>2</sup> 20.67	-	-	8 <sup>3</sup> / <sub>5</sub>	5	48	12
Stablemen, . . . . .	-	2.75	-	-	-	8 <sup>3</sup> / <sub>5</sub>	5	48	12
Street sweepers, . . . . .	-	2.75	16.50	-	-	8 <sup>3</sup> / <sub>5</sub>	5	48	12
Teamsters, . . . . .	-	3.00	18.00	-	-	8 <sup>3</sup> / <sub>5</sub>	5	48	12
Tree dept., . . . . .	-	3.25	19.50	-	-	8 <sup>3</sup> / <sub>5</sub>	5	48	12
Woburn, . . . . .	.37 <sup>1</sup> / <sub>2</sub>	3.00	18.00	Reg.	Reg.	8	<sup>3</sup> 8	<sup>3</sup> 48	<sup>3</sup> 4
<b>Gardeners and Assistants.</b>									
Boston (Cemetery dept.), . . . . .	-	3.00	-	-	-	8	4	44	12
<b>Gate-men (Ferry).</b>									
Boston, . . . . .	-	-	21.50	-	-	8	4	44	12
<b>Graders and Soddors.</b>									
Boston (Cemetery dept.), . . . . .	-	3.00	-	-	-	8	4	44	12
Cambridge, . . . . .	-	3.00	-	Reg.	2 T.	8	4	44	12
<b>Grave Diggers.</b>									
Boston (Cemetery dept.), . . . . .	-	3.00	-	-	-	8	4	44	12
<b>Inspectors.</b>									
Boston:									
Metropolitan Park dept., . . . . .	-	3.85	23.10	Reg.	Reg.	8	4	44	12
Sanitary and Street Cleaning dept., . . . . .	-	<sup>1</sup> 3.85	<sup>2</sup> 23.10	-	-	8	8	48	<sup>4</sup> -
Sewer dept., . . . . .	-	<sup>1</sup> 3.85	<sup>2</sup> 23.10	-	-	{ <sup>8</sup> 8 9	<sup>8</sup> 8 9	<sup>8</sup> 48 54	<sup>8</sup> -
Street Oiling and Watering dept., . . . . .	-	<sup>1</sup> 3.85	<sup>2</sup> 23.10	-	-	8	8	48	<sup>4</sup> -

<sup>1</sup> Rate per day, on the basis of 312 working days in year.<sup>2</sup> Rate per week, on the basis of annual salary (52 weeks).<sup>3</sup> During 4 months, 4<sup>1</sup>/<sub>2</sub> hours on Saturday, 44<sup>1</sup>/<sub>2</sub> hours a week.<sup>4</sup> Employees are granted Saturday half-holiday when weather and working conditions permit.<sup>5</sup> Hours of labor vary; usually 8 or 9 hours a day.

TABLE 15. MUNICIPAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Iron Workers.</b>									
Boston (Park employees), . . . . .	-	\$4.00	-	-	-	8	4	44	12
<b>Laborers.</b>									
Arlington, . . . . .	\$0.34 $\frac{3}{8}$	2.75	\$16.50	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	6
Boston:									
Cemetery dept., . . . . .	-	3.00	-	-	-	8	4	44	12
Highway dept., . . . . .	.37 $\frac{1}{2}$	3.00	18.00	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Metropolitan District, <sup>1</sup> . . . . .	-	2.50	15.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	4	44	12
Metropolitan Park dept., . . . . .	.34 $\frac{3}{8}$	2.75	16.50	Reg.	Reg.	8	4	44	12
Park dept., . . . . .	-	3.00	-	-	-	8	4	44	12
Paving dept., . . . . .	-	3.00	-	-	-	8	4	44	12
Port Directors' employees, . . . . .	-	2.75	-	Reg.	Reg.	8	4	44	12
Sanitary and Street Cleaning dept., Union A, . . . . .	-	3.00	18.00	2-	2-	8	4	44	12
Brookline, . . . . .	-	{ 2.50 2.75 }	-	Reg.	Reg.	8	8	48	4
Chelsea, . . . . .	.34 $\frac{3}{8}$	2.75	16.50	Reg.	Reg.	8	4	44	12
Fall River, . . . . .	.32 $\frac{1}{2}$	2.60	15.60	Reg.	Reg.	8 $\frac{1}{2}$	5 $\frac{1}{2}$	48	12
Fitchburg, . . . . .	.32	2.56	15.36	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	{ 8 9 }	5	48	12
Lowell:									
Paving, . . . . .	-	2.75	-	1 $\frac{1}{2}$ T.	2 T.	4 9	4	48	12
Pick and shovel, . . . . .	-	2.50	-	1 $\frac{1}{2}$ T.	2 T.	4 9	4	48	12
Street sweepers, . . . . .	-	2.50	-	1 $\frac{1}{2}$ T.	2 T.	4 9	4	48	12
Lynn, . . . . .	.41	3.28	18.00	Reg.	2 T.	8	4	44	12
Melrose, . . . . .	.37 $\frac{1}{2}$	3.00	18.00	Reg.	Reg.	8	8	48	4
Nahant, . . . . .	-	3.00	18.00	-	-	8	4	44	12
New Bedford, . . . . .	-	2.60	15.60	Reg.	Reg.	8 $\frac{1}{2}$	5 $\frac{1}{2}$	48	12
New Bedford (sewers), . . . . .	-	2.75	16.50	Reg.	Reg.	8 $\frac{1}{2}$	5 $\frac{1}{2}$	48	12
Newton, . . . . .	.34 $\frac{3}{8}$	2.75	16.50	Reg.	Reg.	8	8	48	6
Newton (skilled), . . . . .	.42	3.36	20.16	Reg.	Reg.	8	8	48	6
Revere, . . . . .	.34 $\frac{3}{8}$	2.75	16.50	-	-	8	8	48	6
Somerville, . . . . .	-	2.75	16.50	-	-	8	8	48	5
Waltham, . . . . .	-	2.75	-	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	6
Watertown, . . . . .	.40 $\frac{10}{11}$	3.27 $\frac{3}{11}$	18.00	-	Reg.	8	4	44	12
Wellesley, . . . . .	-	2.50	15.00	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	9	5	50	12
Winchester, . . . . .	-	2.75	-	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8 $\frac{3}{5}$	5	48	12
Woburn, . . . . .	.31 $\frac{1}{4}$	2.50	15.00	Reg.	Reg.	8	8	48	5 4
Worcester, . . . . .	.28 $\frac{3}{8}$	2.25	13.50	-	Reg.	6 8	6 8	48	6 4
<b>Lamplighters.</b>									
Boston, . . . . .	-	2.00	14.00	-	-	-	-	-	-
<b>Marble Rubbers.</b>									
Boston (Cemetery dept.), . . . . .	-	3.00	-	-	-	8	4	44	12
<b>Mechanics.</b>									
Boston (Metropolitan Park dept.), . . . . .	-	3.25	19.50	Reg.	Reg.	8	4	44	12
Boston (Port Directors' employees), . . . . .	-	3.75	22.50	Reg.	Reg.	8	4	44	12
Waltham, . . . . .	-	{ 2.75- 3.50 }	-	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	6

<sup>1</sup> Employed by the Metropolitan Water and Sewerage Board.

<sup>2</sup> Regular rate for overtime on week days and time and one-half on holidays and Sundays, in effect on July 1, 1917; after November 1, 1917, rates were changed to time and one-half for overtime on week days, and double time on holidays and Sundays.

<sup>3</sup> Two days, 8 hours; 3 days, 9 hours.

<sup>4</sup> One day, 8 hours.

<sup>5</sup> During 4 months, 4 $\frac{1}{2}$  hours on Saturday, 44 $\frac{1}{2}$  hours a week.

<sup>6</sup> During 4 months, work 9 hours on 4 days, 8 hours, 1 day, and 4 hours on Saturday.

TABLE 15. MUNICIPAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Working Days	Sundays and Holidays	Monday to Friday	Saturday		
<b>Painters.</b>									
Boston (Cemetery dept.), . . . . .	—	\$3.00	—	—	—	8	4	44	12
Boston (Metropolitan Park dept.), . . . . .	—	3.00	\$18.00	Reg.	Reg.	8	4	44	12
<b>Pavers.</b>									
Boston, <sup>1</sup> . . . . .	\$0.62½	5.00	30.00	1½ T.	1½ T.	8	8	48	—
Boston (Highway dept.), . . . . .	—	3.50	21.00	1½ T.	2 T.	8	4	44	12
Boston (Paving dept.), . . . . .	—	3.50	—	1½ T.	2 T.	8	4	44	12
Lowell (block and cobble), . . . . .	—	4.50	27.00	1½ T.	2 T.	<sup>2</sup> 9	4	48	12
New Bedford (block), . . . . .	—	3.00	18.00	Reg.	Reg.	8½	5½	48	12
New Bedford (cobble), . . . . .	—	2.75	16.50	Reg.	Reg.	8½	5½	48	12
Newton, . . . . .	\$ .62½	5.00	30.00	1½ T.	2 T.	8	8	48	—
<b>Rammermen.</b>									
Lowell, . . . . .	—	3.25	19.50	1½ T.	2 T.	<sup>2</sup> 9	4	48	12
Newton, . . . . .	\$ .62½	5.00	30.00	1½ T.	2 T.	8	8	48	—
<b>Sewer Workers.</b>									
Cambridge:									
Bracers, . . . . .	.37½	3.00	18.00	—	—	8	4	44	12
Bracers' tenders, . . . . .	.34½	2.75	16.50	—	—	8	4	44	12
Concrete mixers, . . . . .	.34½	2.75	16.50	—	—	8	4	44	12
Pipe layers, . . . . .	.37½	3.00	18.00	—	—	8	4	44	12
Pipe layers' helpers, . . . . .	.34½	2.75	16.50	—	—	8	4	44	12
<b>Stablemen.</b>									
Boston:									
Cemetery dept., . . . . .	—	3.00	—	—	—	8	4	44	12
Metropolitan Park dept., . . . . .	—	3.00	18.00	Reg.	Reg.	8	4	44	12
Sanitary and Street Cleaning dept., Union A, . . . . .	—	3.00	18.00	4—	4—	8	4	44	12
Brookline, . . . . .	—	2.75	16.50	Reg.	Reg.	8	8	48	4
Chelsea, . . . . .	.37½	3.00	18.00	Reg.	Reg.	8	4	44	12
Fall River, . . . . .	.32½	2.60	18.20	Reg.	Reg.	8	8	56	—
Lowell, . . . . .	—	—	19.25	—	—	8	8	56	—
Lynn, . . . . .	.41	3.28	18.00	Reg.	2 T.	8	4	44	12
Melrose, . . . . .	.37½	3.00	18.00	Reg.	Reg.	8	8	48	4
Somerville, . . . . .	—	2.90	17.40	—	—	8	8	48	5
Winchester, . . . . .	—	2.75	—	1½ T.	1½ T.	8½	5	48	12
Woburn, . . . . .	.31¼	2.50	15.00	Reg.	Reg.	8	<sup>5</sup> 8	<sup>5</sup> 48	<sup>5</sup> 4
Worcester, . . . . .	.28½	2.25	13.50	—	Reg.	<sup>6</sup> 8	<sup>6</sup> 8	48	<sup>6</sup> 4
<b>Steam Roller Men.</b>									
Boston (Paving dept.), . . . . .	—	4.00	—	1½ T.	2 T.	8	4	44	12
Brockton (engineers), . . . . .	—	—	27.50	2 T.	2 T.	8	4	44	12
Lowell (engineers), . . . . .	7.75	—	27.50	2 T.	2 T.	8½	5½	48	12
Winchester (engineers), . . . . .	—	{ <sup>8</sup> 3.49	{ <sup>9</sup> 20.96	1½ T.	1½ T.	8½	5	48	12
Winchester (flagmen), . . . . .	—	{ 4.09	{ 24.52	1½ T.	1½ T.	8½	5	48	12
		{ 2.75	{ 16.50						

<sup>1</sup> Includes wood block paving, brick paving on streets and sidewalks, granite paving, and flag laying.<sup>2</sup> One day, 8 hours.<sup>3</sup> On September 15, 1917, rate was increased to 75 cents an hour.<sup>4</sup> Regular rate for overtime on week days and time and one-half on holidays and Sundays, in effect on July 1, 1917; after November 1, 1917, rates were changed to time and one-half for overtime on week days, and double time on holidays and Sundays.<sup>5</sup> During 4 months, 4½ hours on Saturday, 4½ hours a week.<sup>6</sup> During 4 months, work 9 hours on 4 days, 8 hours, 1 day, and 4 hours on Saturday.<sup>7</sup> Rate for broken time.<sup>8</sup> Rate per day, on the basis of 312 working days in year.<sup>9</sup> Rate per week, on the basis of annual salary (52 weeks).

TABLE 15. MUNICIPAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Regular Work- ing Days	Sun- days and Holi- days	Mon- day to Fri- day	Sat- ursday		
<b>Stone Cutters.</b>									
Boston (Highway dept.), . . . . .	-	\$3.50	\$21.00	1½ T.	2 T.	8	4	44	12
<b>Storesmen.<sup>1</sup></b>									
Boston, . . . . .	\$0.41	3.28	19.68	Reg.	Reg.	8	8	48	3
Boston (laborers), . . . . .	.32	2.56	15.36	Reg.	Reg.	8	8	48	3
<b>Street Sweepers.</b>									
Cambridge, . . . . .	-	2.75	-	Reg.	2 T.	8	4	44	12
Winchester, . . . . .	-	2.25	13.50	1½ T.	1½ T.	8½	5	48	12
<b>Teamsters.</b>									
Arlington, . . . . .	.34½	2.75	16.50	1½ T.	1½ T.	8	8	48	6
Boston:									
Cemetery dept., . . . . .	-	3.00	-	-	-	8	4	44	12
Metropolitan Park dept., . . . . .	-	3.00	18.00	Reg.	Reg.	8	4	44	12
Sanitary and Street Clean- ing dept., . . . . .	-	3.00	18.00	2 -	2 -	8	4	44	12
Brockton, . . . . .	-	-	16.50	Reg.	2 T.	8	4	44	12
Brookline (single), . . . . .	-	-	17.00	Reg.	Reg.	8	8	48	4
Brookline (double), . . . . .	-	-	17.50	Reg.	Reg.	8	8	48	4
Cambridge (ashes), . . . . .	-	3.00	-	Reg.	2 T.	8	4	44	12
Cambridge (streets), . . . . .	-	2.75	-	Reg.	2 T.	8	4	44	12
Chelsea (single), . . . . .	.34½	2.75	16.50	Reg.	Reg.	8	4	44	12
Chelsea (double), . . . . .	.37½	3.00	18.00	Reg.	Reg.	8	4	44	12
Fall River (single), . . . . .	.32½	2.60	15.60	Reg.	Reg.	8½	5½	48	12
Fall River (double), . . . . .	.36½	2.95	17.70	Reg.	Reg.	8½	5½	48	12
Fitchburg, . . . . .	.32	2.56	15.36	1½ T.	1½ T.	8 9	5	48	12
Lowell (Union A), . . . . .	-	2.75	16.50	2 T.	2 T.	9	4	48	12
Lowell (Union B), . . . . .	-	2.75	16.50	-	-	8½	5½	48	12
Lynn (single), . . . . .	-	-	19.00	Reg.	2 T.	8	4	44	12
Lynn (double), . . . . .	-	-	20.00	Reg.	2 T.	8	4	44	12
Malden, . . . . .	-	2.75	16.50	Reg.	Reg.	8	8	48	5
Melrose (single), . . . . .	.37½	3.00	18.00	Reg.	Reg.	8	8	48	4
Melrose (double), . . . . .	-	-	21.50	Reg.	Reg.	8	8	48	4
New Bedford, . . . . .	-	2.60	15.60	Reg.	Reg.	8½	5½	48	12
Newton, . . . . .	.34½	2.75	16.50	Reg.	Reg.	8	8	48	6
Revere, . . . . .	.34½	2.75	16.50	-	-	8	8	48	6
Somerville, . . . . .	-	2.90	17.40	-	-	8	8	48	5
Waltham, . . . . .	-	3.00	-	1½ T.	1½ T.	8	8	48	6
Watertown, . . . . .	.40½ <sup>11</sup>	3.27½ <sup>11</sup>	18.00	-	Reg.	8	4	44	12
Wellesley, . . . . .	-	2.50	15.00	1½ T.	1½ T.	10	10	60	-
Winchester, . . . . .	-	-	17.50	1½ T.	1½ T.	11	11	66	-
Worcester (single), . . . . .	.28½	2.25	13.50	-	Reg.	8½	5	48	12
Worcester (double), . . . . .	.32	2.56	15.36	-	Reg.	8	8	48	6
<b>Teamsters' Helpers.</b>									
Boston (Sanitary and Street Cleaning dept., Union A), . . . . .	-	3.00	18.00	2 -	2 -	8	4	44	12
Cambridge (ashes), . . . . .	-	3.00	-	Reg.	2 T.	8	4	44	12
Chelsea, . . . . .	.34½	2.75	16.50	Reg.	Reg.	8	4	44	12

<sup>1</sup> Employed by the U. S. Navy Yard.<sup>2</sup> Regular rate for overtime on week days and time and one-half on holidays and Sundays, in effect on July 1, 1917; after November 1, 1917, rates were changed to time and one-half for overtime on week days, and double time on holidays and Sundays.<sup>3</sup> Two days, 8 hours; 3 days, 9 hours.<sup>4</sup> One day, 8 hours.<sup>5</sup> Receive \$18, and when they care for horses, men receive \$1 for single teams and \$2 for double teams additional.<sup>6</sup> During 4 months, work 9 hours on 4 days, 8 hours, 1 day, and 4 hours on Saturday.

TABLE 15. MUNICIPAL SERVICE — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Regular Work-ing Days	Sun-days and Holi-days	Mon-day to Fri-day	Sat-urday			
<b>Teamsters Helpers — Con.</b>										
Fall River, . . . . .	\$0.32½	\$2.60	\$15.60	Reg.	Reg.	8½	5½	48	12	
Lowell (Union A), . . . .	—	2.50	15.00	2 T.	2 T.	19	4	48	12	
Lowell (Union B), . . . .	—	—	15.00	—	—	8½	5½	48	12	
Lynn, . . . . .	.41	3.28	18.00	Reg.	2 T.	8	4	44	12	
Malden, . . . . .	—	2.75	16.50	Reg.	Reg.	8	8	48	5	
New Bedford, . . . . .	—	2.60	15.60	Reg.	Reg.	8½	5½	48	12	
Revere, . . . . .	.34⅔	2.75	16.50	—	—	8	8	48	6	
Somerville, . . . . .	—	2.75	16.50	—	—	8	8	48	5	
Winchester, . . . . .	—	2.75	16.50	1½ T.	1½ T.	8⅔	5	48	12	
<b>Tool Sharpeners.</b>										
Boston (Cemetery dept.), .	—	3.50	—	—	—	8	4	44	12	
<b>Tree Climbers.</b>										
Newton, . . . . .	.38	3.04	18.24	Reg.	Reg.	8	8	48	6	
Winchester, . . . . .	—	3.00	18.00	1½ T.	1½ T.	8⅔	5	48	12	
<b>Tree Men.</b>										
Boston (Cemetery dept.), .	—	3.00	—	—	—	8	4	44	12	
<b>Watchmen.</b>										
Boston (Port Directors' em- ployees), . . . . .	—	3.00	21.00	—	—	8	8	56	—	

¹ One day, 8 hours.

## C. STEAM AND ELECTRIC RAILWAY SERVICE.

## STEAM RAILROAD SERVICE.

*Introductory Note.* — The information presented in the following table (Table 16) has reference to those occupations, only, which are peculiar to railroad service and which relate primarily to the operation of trains. The rates of wages and hours of labor as in effect on July 1, 1917, appear in the table. Certain general changes which have taken place since that date have been discussed in notes accompanying the respective groups of occupations to which they severally refer.

Special attention should be called to the fact that the hours of labor and the overtime and emergency rates of pay in the case of employees engaged in the operation of trains were adjusted, in accordance with the provisions of the so-called "Adamson Act." This act, passed by Congress early in September, 1916, provided, in brief, that, beginning January 1, 1917, eight hours should be deemed the standard or measure of a day's work, for the purpose of reckoning the compensation of all employees engaged in the operation of trains (with certain specified exceptions).

It is the custom of the steam railroad companies operating within this Commonwealth to issue from time to time printed "Rules," applicable to employees in the several branches of service, showing the rates of pay, hours of labor, and other conditions of employment. These printed rules virtually constitute written agreements between the companies and their employees. Owing to the varying nature of the several branches of service it is exceedingly difficult to present in one uniform tabular statement the essential items of information contained in these schedules. Thus, conductors, trainmen, locomotive engineers, and locomotive firemen receive compensation based on mileage covered, but certain minimum rates of wages an hour, day, or month are guaranteed. For employees engaged in station and other local service the rates of pay and hours of labor vary according to local conditions. The hours of labor of those who are actually employed in the movement of trains, including conductors, locomotive engineers, locomotive firemen, trainmen, and telegraph operators, are regulated by the Federal law applicable to that class of service.

In view of the foregoing considerations it was deemed advisable to present the information in a series of tabular statements, each of which has been so devised as to bring out the essential facts with reference to the several occupations considered therein. Data with reference to steam railroad employees are presented for four railway systems operated in part or wholly in Massachusetts, designated by capital letters as follows: (A) Boston and Albany Railroad, (B) New York, New Haven, and Hartford Railroad, (C) Boston and Maine Railroad, and (D) Boston, Revere Beach, and Lynn Railroad. It will be observed that the rates of pay and hours of labor applicable to employees in train and yard service are quite uniform for three of the railroad systems considered. Attention is called to the fact that the rates of pay and hours of labor applicable to railroad employees are not confined merely to those portions of the several railroad systems which are within the confines of the Commonwealth, but are applicable likewise throughout the entire systems.

TABLE 16. STEAM RAILROAD SERVICE.  
OPERATION OF TRAINS.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES			OVER- TIME <sup>1</sup>	EMERGENCY SERVICE <sup>2</sup>			STANDARD WORK DAY <sup>1</sup>	
	Mileage Rates	Guar- anteed Daily Rates	Guar- anteed Monthly Rates		Hourly Rates of Wages	One Hour or Less	From One to Four Hours	Over Four Hours	Miles
<b>Conductors, Trainmen, and Yardmen.</b>									
<i>Baggagemen, Passenger.</i>									
Railroad A, . . . . .	\$0 .0165	\$2.75	\$82.50	Reg.	Reg.	\$1.375	\$2.75	166	8
Railroad B, . . . . .	.0165	2.75	77.35	Reg.	Reg.	1.375	2.75	166	8
Railroad C, . . . . .	.0165	2.75	77.00	Reg.	Reg.	1.375	2.75	166	8
Railroad D, . . . . .	-	-	<sup>3</sup> 16.00	Reg.	-	-	-	-	<sup>4</sup> 10
<i>Brakemen, Local Freight, Pick- up and Drop Service.</i>									
Railroads A, B, and C, . . . .	.03	3.00	-	Reg.	-	-	-	100	8
<i>Brakemen, Milk Train.</i>									
Railroad A, . . . . .	.0189	3.05	79.30	Reg.	-	-	-	162	8
<i>Brakemen, Passenger.</i>									
Railroad A, . . . . .	.016	2.55	76.50	Reg.	Reg.	1.275	2.55	159	8
Railroad B, . . . . .	.016	2.55	72.35	Reg.	-	-	-	159	8
Railroad C, . . . . .	.016	2.55	71.40	Reg.	Reg.	1.275	2.55	159	8
Railroad D, . . . . .	-	-	<sup>5</sup> 14.75	Reg.	-	-	-	-	<sup>4</sup> 10
<i>Brakemen, Through and Irregular Freight, etc.</i>									
Railroads A, B, and C, . . . .	.0267	2.67	-	Reg.	-	-	-	100	8
<i>Brakemen, Yard.</i>									
Railroad A, day, . . . . .	{ <sup>6</sup> .41 $\frac{1}{4}$ .43 $\frac{3}{4}$ }	-	-	Reg.	-	-	-	-	8
Railroad A, night, . . . . .	{ <sup>6</sup> .43 $\frac{3}{4}$ .46 $\frac{1}{4}$ }	-	-	Reg.	-	-	-	-	8
Railroad B, day, . . . . .	<sup>7</sup> .43 $\frac{3}{4}$	3.50	-	Reg.	-	-	-	-	8
Railroad B, night, . . . . .	<sup>7</sup> .46 $\frac{1}{4}$	3.70	-	Reg.	-	-	-	-	8
Railroad B, first trick, . . . .	-	3.50	-	Reg.	-	-	-	-	8
Railroad B, second trick, . . .	-	3.60	-	Reg.	-	-	-	-	8
Railroad B, third trick, . . . .	-	3.70	-	Reg.	-	-	-	-	8
Railroad C, day, . . . . .	{ <sup>6</sup> .41 $\frac{1}{2}$ .42 $\frac{3}{4}$ .44 }	3.30 3.40 3.50	-	Reg.	-	-	-	-	8
Railroad C, night, . . . . .	{ <sup>6</sup> .44 .45 .46 $\frac{1}{4}$ }	3.50 3.60 3.70	-	Reg.	-	-	-	-	8

<sup>1</sup> See second paragraph of "Introductory Note" on page 123. Overtime is time in excess of 8 hours a day or 100 miles a day, except for extension circuit trips, so called. Unless otherwise stated in the table it is paid for pro rata. For extension circuit trips the payment is for not less than one-quarter of a day, for a round trip or fraction thereof. Special conditions apply to employees tied up on runs under the 16-hour law, or 14-hour law. The abbreviation "Reg." signifies regular rate or "pro rata."

<sup>2</sup> Emergency rates for all employees except as shown in the table are as follows: —

On Railroad A the rate for emergency service is one-half day's pay for less than four hours and not less than a day's pay for over four hours.

On Railroad B rate for emergency service of more than 30 minutes and less than two hours is paid on an hourly basis, 60 minutes or less to count as one hour; service of less than four hours or less than one-half of daily mileage — rate is one-half day's pay; over four hours or more than one-half daily mileage — rate is full day's pay.

On Railroad C rate for emergency service of 12 $\frac{1}{2}$  miles or less or one hour or less is as for 12 $\frac{1}{2}$  miles; over one hour or over 12 $\frac{1}{2}$  miles but less than four hours or less than 50 miles is as for 50 miles; over four hours or over 50 miles is a day's pay.

<sup>3</sup> Weekly rate; on July 26, 1917, rate was increased to \$18.25.

<sup>4</sup> On July 26, 1917, hours were reduced to 8 a day.

<sup>5</sup> Weekly rate; on July 26, 1917, rate was increased to \$17.

<sup>6</sup> Hourly rates; paid different rates according to location of yard.

<sup>7</sup> Hourly rate.



TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.  
 OPERATION OF TRAINS — Continued.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES			OVER- TIME Hourly Rates of Wages	EMERGENCY SERVICE			STANDARD WORK DAY	
	Mileage Rates	Guar- anteed Daily Rates	Guar- anteed Monthly Rates		One Hour or Less	From One to Four Hours	Over Four Hours	Miles	Hours
<b>Conductors, Trainmen, and Yardmen — Con.</b>									
<i>Conductors, Local Freight, Pick- up and Drop Service.</i>									
Railroads A, B, and C, . . .	\$0.045	\$4.50	-	Reg.	-	-	-	100	8
<i>Conductors, Milk Train.</i>									
Railroad A, . . . . .	.029	4.50	\$117.00	Reg.	-	-	-	155	8
<i>Conductors, Passenger.</i>									
Railroad A, . . . . .	.029	<sup>1</sup> 4.25 4.50	<sup>1</sup> 110.50 135.00	Reg.	Reg.	\$2.25	\$4.50	155	8
Railroad B, . . . . .	.029	4.50	125.00	Reg.	Reg.	2.25	4.50	155	8
Railroad C, . . . . .	.029	4.50	126.00	Reg.	Reg.	2.25	4.50	155	8
Railroad D, . . . . .	-	-	<sup>2</sup> 24.00	Reg.	-	-	-	-	<sup>3</sup> 10
<i>Conductors, Through and Irregular Freight.</i>									
Railroads A, B, and C, . . .	.04	4.00	-	Reg.	-	-	-	100	8
<i>Conductors, Yard.</i>									
Railroad A, day, . . . . .	<sup>4</sup> .45 4.71½	-	-	Reg.	-	-	-	-	8
Railroad A, night, . . . . .	<sup>4</sup> .47½ 50	-	-	Reg.	-	-	-	-	8
Railroad B, day, . . . . .	<sup>5</sup> .47½	-	-	Reg.	-	-	-	-	8
Railroad B, night, . . . . .	<sup>5</sup> .50	-	-	Reg.	-	-	-	-	8
Railroad B, first trick, . . .	-	3.80	-	Reg.	-	-	-	-	8
Railroad B, second trick, . .	-	3.90	-	Reg.	-	-	-	-	8
Railroad B, third trick, . . .	-	4.00	-	Reg.	-	-	-	-	8
Railroad C, day, . . . . .	<sup>4</sup> .45 4.61½ 4.71½	3.60 3.70 3.80	-	Reg.	-	-	-	-	8
Railroad C, night, . . . . .	<sup>4</sup> .47½ 49 50	3.80 3.90 4.00	-	Reg.	-	-	-	-	8
<i>Conductors, Assistant, Passenger.</i>									
Railroad A, . . . . .	.023	3.57	106.60	Reg.	Reg.	1.785	3.57	155	8
Railroad B, . . . . .	.023	3.57	100.00	Reg.	Reg.	1.785	3.57	155	8
Railroad C, . . . . .	.023	3.57	100.00	Reg.	Reg.	1.785	3.57	155	8
<i>Flagmen or Rear Trainmen, Local Freight, Pick-up and Drop Service.</i>									
Railroads A, B, and C, . . .	.03	3.00	-	Reg.	-	-	-	100	8
<i>Flagmen or Rear Trainmen, Milk Train.</i>									
Railroad A, . . . . .	.0193	3.05	79.30	Reg.	-	-	-	158	8
<i>Flagmen or Rear Trainmen, Passenger.</i>									
Railroad A, . . . . .	.016	2.60	78.00	Reg.	Reg.	1.30	2.60	162	8
Railroad B, . . . . .	.016	2.60	72.35	Reg.	Reg.	-	-	162	8
Railroad C, . . . . .	.016	2.60	72.80	Reg.	Reg.	1.30	2.60	162	8
<i>Flagmen or Rear Trainmen, Through and Irregular Freight.</i>									
Railroads A, B, and C, . . .	.0267	2.67	-	Reg.	-	-	-	100	8

<sup>1</sup> On one branch receive the smaller rate.

<sup>2</sup> Weekly rate; on July 26, 1917, rate was increased to \$26.25.

<sup>3</sup> On July 26, 1917, hours were reduced to 8 a day.

<sup>4</sup> Hourly rates; paid different rates according to location of yard.

<sup>5</sup> Hourly rate.

TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.  
OPERATION OF TRAINS — Continued.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES			STANDARD WORK DAY	
	Per Day	OVERTIME <sup>1</sup>		Miles	Hours
		Hour	Mileage Rate (pro rata over 100 miles)		
<b>Engineers, Locomotive.</b>					
<i>Local Freight.</i>					
Railroad A, . . . . .	{ <sup>2</sup> \$5.00	-	\$0.05	100	8
Railroad B, . . . . .	<sup>2</sup> 5.10	-	.051		8
Railroad C, . . . . .	5.00	Reg.	.05	100	8
Railroad D, . . . . .	5.00	Reg.	.0667	75	8
<i>Local Passenger.</i>					
Railroads B and C, . . . . .	4.25	Reg.	.0425	100	8
Railroad C (consolidation engine), . . . . .	4.75	Reg.	.0475	100	8
Railroad D, . . . . .	<sup>3</sup> 25.50	Reg.	-	-	<sup>4</sup> 10
<i>Mallet Type Engines.</i>					
Railroad A, . . . . .	5.85	Reg.	.0585	100	8
<i>Milk Trains.</i>					
Railroad A, . . . . .	{ <sup>2</sup> 4.75	Reg.	.0475	100	8
Railroad B, . . . . .	<sup>2</sup> 4.85	Reg.	.0485		8
Railroad C, . . . . .	4.75	Reg.	.0475	100	8
<i>Switching.</i>					
Railroad A, . . . . .	4.11	Reg.	-	-	8
Railroads B and C, . . . . .	4.10	Reg.	-	-	8
Railroad C (consolidation engine), . . . . .	4.75	Reg.	-	-	8
Railroad D, . . . . .	<sup>5</sup> 24.60	Reg.	-	-	<sup>6</sup> 9
<i>Through Freight.</i>					
Railroad A, . . . . .	{ <sup>2</sup> 4.75	Reg.	.0475	100	8
Railroads B and C, . . . . .	<sup>2</sup> 4.85	Reg.	.0485		8
Railroad D, . . . . .	4.75	Reg.	.0475	100	8
<i>Through Passenger.</i>					
Railroads A, B, and C, . . . . .	4.25	\$0.53 $\frac{1}{2}$	.0425	100	5

<sup>1</sup> Rates shown do not include rates paid for emergency service, so called, or special rates for certain duties. On Railroad A engineers in train service when resuming duty on continuous trips, after having been tied up under the law governing hours, are paid from tie-up point to terminal on following basis: For 50 miles or less, or 4 hours or less, payment is for 50 miles; for more than 50 miles or over 4 hours, payment is for 100 miles. Engineers of road freight trains, when required in emergency to go with stock to certain yards, are allowed a minimum road rate of 2 hours after arrival at yard. If time exceeds 2 hours they are allowed 3 hours' pay; if it exceeds 3 hours, 4 hours' pay, etc. Engineers in switching service receive road rates for work in certain yards.

On Railroad C, emergency service (extra work required between regular laid-out day trips or before registering off duty) payment for 12 $\frac{1}{2}$  miles is allowed for less than 12 $\frac{1}{2}$  miles, or less than one hour's work; payment for 50 miles is allowed for over 12 $\frac{1}{2}$  miles and less than 50 miles, or for over one hour and less than 4 hours; a day's pay is allowed for 50 miles or over, or for 4 hours or over. For emergency service in making locomotive repairs, payment is for one hour when employed less than an hour; 4 hours for over one hour but less than 4 hours, and one day's pay for over 4 hours and up to 8 hours. Passenger engineers who are required to heat trains, who repair engines at points where no men are employed for the purpose, or perform other extra service for which extra time is agreed to be paid, are paid 50 cents an hour. In switching service 29 minutes or less are not counted in paying overtime. For over 29 minutes payment is for one hour; for over one hour and less than 4 hours, payment is for 4 hours; for 4 hours or over, one day's pay.

<sup>2</sup> Rates paid according to class of engine.

<sup>3</sup> Weekly rate; on July 26, 1917, rate was increased to \$27.75.

<sup>4</sup> On July 26, 1917, hours were reduced to 8 a day.

<sup>5</sup> Weekly rate.

<sup>6</sup> First 5 days, 9 hours, 53 hours a week; on July 26, 1917, hours were reduced to 8 a day.

TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.

## OPERATION OF TRAINS — Continued.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES			STANDARD WORK DAY	
	Per Day	OVERTIME <sup>1</sup>		Miles	Hours
		Hour	Mileage Rate (pro rata over 100 miles)		
<b>Firemen, Locomotive.<sup>2</sup></b>					
<i>Freight, Local.</i>					
Railroads A, B, and C:					
Less than 80,000 pounds, . . . . .	\$2.90	Reg.	\$0 .029	100	8
80,000 to 100,000 pounds, . . . . .	3.00	Reg.	.03	100	8
100,000 to 140,000 pounds, . . . . .	3.15	Reg.	.0315	100	8
140,000 to 170,000 pounds, . . . . .	3.25	Reg.	.0325	100	8
170,000 to 200,000 pounds, . . . . .	3.35	Reg.	.0335	100	8
200,000 to 250,000 pounds, . . . . .	3.45	Reg.	.0345	100	8
250,000 to 300,000 pounds, . . . . .	3.70	Reg.	.037	100	8
Over 300,000 pounds, . . . . .	4.15	Reg.	.0415	100	8
Mallet engines (regardless of weight), . . . . .	4.15	Reg.	.0415	100	8
Two firemen on locomotive.					
100,000 to 250,000 pounds, . . . . .	2.90	Reg.	.029	100	8
Over 250,000 pounds, . . . . .	3.15	Reg.	.0315	100	8
<i>Freight, Through.</i>					
Railroads A, B, and C:					
Less than 80,000 pounds, . . . . .	2.75	Reg.	.0275	100	8
80,000 to 100,000 pounds, . . . . .	2.85	Reg.	.0285	100	8
100,000 to 140,000 pounds, . . . . .	3.00	Reg.	.03	100	8
140,000 to 170,000 pounds, . . . . .	3.10	Reg.	.031	100	8
170,000 to 200,000 pounds, . . . . .	3.20	Reg.	.032	100	8
200,000 to 250,000 pounds, . . . . .	3.30	Reg.	.033	100	8
250,000 to 300,000 pounds, . . . . .	3.55	Reg.	.0355	100	8
Over 300,000 pounds, . . . . .	4.00	Reg.	.04	100	8
Mallet engines (regardless of weight), . . . . .	4.00	Reg.	.04	100	8
Two firemen on locomotive.					
100,000 to 250,000 pounds, . . . . .	2.75	Reg.	.0275	100	8
Over 250,000 pounds, . . . . .	3.00	Reg.	.03	100	8
<i>Passenger.</i>					
Railroad D, . . . . .	<sup>3</sup> 15.75	Reg.	-	-	<sup>4</sup> 10
<i>Passenger, Through.<sup>5</sup></i>					
Railroads A, B, and C:					
Less than 80,000 pounds, . . . . .	2.45	\$0.30 <sup>5</sup> / <sub>8</sub>	.0245	100	5
80,000 to 100,000 pounds, . . . . .	2.50	.31 <sup>1</sup> / <sub>4</sub>	.025	100	5
100,000 to 140,000 pounds, . . . . .	2.60	.32 <sup>1</sup> / <sub>2</sub>	.026	100	5
140,000 to 170,000 pounds, . . . . .	2.70	.33 <sup>1</sup> / <sub>4</sub>	.027	100	5
170,000 to 200,000 pounds, . . . . .	2.85	.35 <sup>5</sup> / <sub>8</sub>	.0285	100	5
200,000 to 250,000 pounds, . . . . .	3.00	.37 <sup>1</sup> / <sub>2</sub>	.03	100	5
250,000 to 300,000 pounds, . . . . .	3.20	.40	.032	100	5
300,000 to 350,000 pounds, . . . . .	3.40	.42 <sup>1</sup> / <sub>2</sub>	.034	100	5
Over 350,000 pounds, . . . . .	3.60	.45	.036	100	5
Mallet engines (regardless of weight), . . . . .	4.00	.50	.04	100	5

<sup>1</sup> For emergency service, or certain special duties, rates are practically the same as in the case of engineers.<sup>2</sup> Classified by weight of locomotives in pounds on drivers.<sup>3</sup> Weekly rate; on July 26, 1917, rate was increased to \$18.<sup>4</sup> On July 26, 1917, hours were reduced to 8 a day.<sup>5</sup> Same rates of wages apply for same types of engines in local (or "turn-around") passenger service, but hours are 8 in 10 a day.

TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.  
OPERATION OF TRAINS — Concluded.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES			STANDARD WORK DAY	
	Per Day	OVERTIME		Miles	Hours
		Hour	Mileage Rate (pro rata over 100 miles)		
<b>Firemen, Locomotive — Con.</b>					
<i>Switching.</i>					
Railroads A, B, and C:					
Less than 140,000 pounds, . . . . .	\$2.50	Reg.	\$0.025	100	8
140,000 pounds and over, . . . . .	2.60	Reg.	.026	100	8
Mallet engines (regardless of weight), . . . . .	4.00	Reg.	.04	100	8
Consolidation type engines, 70 tons and over, . . . . .	2.90	Reg.	.029	100	8
Railroad D, . . . . .	<sup>1</sup> 14.55	Reg.	-	-	<sup>2</sup> 9
<i>Hostlers.</i>					
Railroads A, B, and C:					
Hostlers, . . . . .	2.40	Reg.	-	-	8
Hostlers handling engines between passenger stations, and roundhouses or yards or on main tracks, . . . . .	3.25	Reg.	-	-	8
Assistants in above work, . . . . .	2.50	Reg.	-	-	8

<sup>1</sup> Weekly rate.

<sup>2</sup> First 5 days, 9 hours, 53 hours a week; on July 26, 1917, hours were reduced to 8 a day.

TABLE 16. STEAM RAILROAD SERVICE—CONTINUED.  
SIGNAL MAINTENANCE SERVICE.

OCCUPATIONS AND RAILROADS.	RATES OF WAGES <sup>1</sup>				HOURS OF LABOR <sup>1</sup>		
	Unit	One rate only	Maximum	Minimum	DAY		Week
					Monday to Friday	Saturday	
<b>Blacksmiths.</b>							
Railroad B, . . . . .	Day	\$3.25	—	—	9½	8	55½
Railroad C, . . . . .	Day	—	<sup>2</sup> \$3.67	\$3.19	10	10	60
<b>Clerks.</b>							
Railroad C, . . . . .	Week	—	<sup>3</sup> 23.00	<sup>3</sup> 8.00	8	5	45
<b>Draftsmen (Head).</b>							
Railroad C (new men), . . . . .	Week	19.00	—	—	8	5	45
<b>Electricians.</b>							
Railroad A:							
Interlocking, . . . . .	Day	<sup>4</sup> 2.76	—	—	10	10	60
Linemen, chief, . . . . .	Day	<sup>4</sup> 3.03	—	—	10	10	60
Linemen, telephone, . . . . .	Day	<sup>4</sup> 3.24	—	—	10	10	70
Wiremen, chief, signal, . . . . .	Day	—	<sup>4</sup> 3.54	<sup>4</sup> 3.24	10	10	70
Railroad B (wiremen), . . . . .	Day	3.00	—	—	9½	8	55½
Railroad C:							
Circuit designers, . . . . .	Week	25.30	—	—	9	9	54
Linemen, . . . . .	Day	—	<sup>5</sup> 3.67	3.48	9	9	54
Linemen, . . . . .	Week	<sup>6</sup> 27.50	—	—	10	10	60
Wiremen, . . . . .	Day	—	<sup>7</sup> 3.75	<sup>7</sup> 3.48	9	9	54
Railroad D (first class), . . . . .	Week	18.00	—	—	8	8	48
Railroad D (second class), . . . . .	Week	—	16.50	15.00	8	8	48
<b>Engineers, Office.</b>							
Railroad C, . . . . .	Week	28.75	—	—	8	5	45
<b>Foremen.</b>							
Railroad A (interlocking), . . . . .	Day	<sup>4</sup> 3.54	—	—	10	10	70
Railroad A (signal), . . . . .	Day	<sup>4</sup> 3.54	—	—	10	10	70
Railroad B (foremen), . . . . .	Week	26.95	—	—	9½	8	55½
Railroad B (foremen, general), . . . . .	Week	31.75	—	—	9½	8	55½

<sup>1</sup> Where more than one rate is paid, the maximum and minimum rates only are shown. The rates paid to employees in some occupations vary according to priority of service, or local conditions. Overtime rates are as follows:—

*Railroad A.*—Regular maintenance men in charge of large plants or sections are paid for 7 days a week, but work only 8 hours on Sunday. Construction men work 6 days a week and are paid time and one-half for all overtime. When regular maintenance men work with construction men on Sundays, during extensive repairs, they receive time and one-half.

*Railroad B.*—Time and one-quarter is paid for overtime on Sundays, July Fourth, Labor Day, Thanksgiving Day, and Christmas Day up to 6 P.M.; time and one-half thereafter. On other days regular rate is paid up to 8 P.M.; and time and one-half thereafter. When called out at night, time and one-half is paid.

On Railroad B the hours of labor were changed in June, 1917; for 6-day men, 9½ hours on 5 days and 8 hours on Saturday; for 7-day men the same hours on 6 days and 8 hours on Sunday; all to be paid for 10 hours a day and all overtime at the rate of time and one-half.

*Railroad C.*—Regular maintenance men are paid time and one-half for all emergency work due to conditions over which they have no control, such as accidents, breakages, or climatic conditions. Construction men are paid time and one-half for all overtime.

<sup>2</sup> Rate was increased 35 cents a day on October 27, 1917.

<sup>3</sup> Minimum rate was increased to \$9.70 and maximum rate to \$27.95 a week on November 24, 1917.

<sup>4</sup> Rate was increased 6 per cent. on August 18, 1917, and 5 per cent. on November 17, 1917.

<sup>5</sup> Rate was increased to \$3.93 on October 27, 1917.

<sup>6</sup> Rate was increased to \$30.50 on October 27, 1917.

<sup>7</sup> Rate was increased 45 cents a day on October 27, 1917.

TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.  
SIGNAL MAINTENANCE SERVICE — Continued.

OCCUPATIONS AND RAILROADS.	RATES OF WAGES				HOURS OF LABOR		
	Unit	One rate only	Maximum	Minimum	DAY		Week
					Monday to Friday	Satur-day	
<b>Foremen — Con.</b>							
Railroad C:							
Foremen (Boston), . . . . .	Day	<sup>1</sup> \$3.90	-	-	9	9	54
Foremen (outside of Boston), . . . . .	Day	3.47	-	-	9	9	54
Foremen, electrical, . . . . .	Week	<sup>2</sup> 28.75	-	-	9	9	54
Foremen, general, . . . . .	Week	29.16	-	-	10	10	60
Foremen, line, . . . . .	Week	<sup>2</sup> 30.50	-	-	10	10	60
Railroad D, . . . . .	Week	25.00	-	-	8	8	48
<b>Foremen, Assistant.</b>							
Railroad A (interlocking), . . . . .	Day	<sup>3</sup> 3.42	-	-	10	10	70
Railroad A (signal), . . . . .	Day	<sup>3</sup> 3.24	-	-	10	10	70
Railroad B, . . . . .	Week	24.85	-	-	9½	8	55½
Railroad C, . . . . .	Day	<sup>4</sup> 3.90	-	-	9	9	54
<b>Groundmen.</b>							
Railroad C, . . . . .	Day	<sup>5</sup> 2.20	-	-	10	10	60
<b>Helpers.</b>							
Railroad A, . . . . .	Day	-	<sup>3</sup> \$2.21	<sup>3</sup> \$2.10	10	10	70
Railroad A (mechanical and electrical), . . . . .	Day	<sup>3</sup> 2.48	-	-	10	10	60
Railroad B, . . . . .	Day	-	2.65	<sup>6</sup> 2.10	9½	8	55½
Railroad C:							
Helpers, . . . . .	Day	<sup>7</sup> 2.10	-	-	10	10	60
Helpers, general, . . . . .	Day	-	<sup>4</sup> 2.57	<sup>8</sup> 2.31	10	10	60
Helpers, tower, . . . . .	Day	<sup>9</sup> 2.92	-	-	8	8	56
<b>Lampmen.</b>							
Railroad C (arc light trimmers), . . . . .	Day	<sup>4</sup> 2.60	-	-	9	9	54
Railroad C (tower), . . . . .	Day	-	<sup>6</sup> 2.27	<sup>7</sup> 2.10	10	10	60
<b>Machinists, Signal.</b>							
Railroad A, . . . . .	Day	<sup>3</sup> 3.58	-	-	10	10	70
<b>Maintainers.</b>							
Railroad A, . . . . .	Day	-	<sup>3</sup> 3.36	<sup>3</sup> 3.14	10	10	70
Railroad A (interlocking), . . . . .	Day	<sup>3</sup> 2.92	-	-	12	12	<sup>10</sup> 84
Railroads A and B (Boston Terminal Division), . . . . .	Day	-	<sup>11</sup> 3.75	<sup>11</sup> 2.00	8	8	56
Railroad B, . . . . .	Day	-	3.55	3.00	9½	8	55½
Railroad C:							
Electric light, . . . . .	Day	-	<sup>4</sup> 3.48	<sup>4</sup> 2.92	9	9	54
Mechanical, . . . . .	Day	<sup>12</sup> 2.90	-	-	9	9	54
Signal, . . . . .	Day	<sup>8</sup> 3.19	-	-	10	10	60
<b>Maintainers, Assistant.</b>							
Railroad A, . . . . .	Day	<sup>3</sup> 2.81	-	-	10	10	70
Railroad B, . . . . .	Day	2.65	-	-	9½	8	55½
Railroad C (signal), . . . . .	Day	<sup>8</sup> 2.65	-	-	10	10	60

<sup>1</sup> Rate was increased to \$4.55 a day on October 27, 1917.<sup>2</sup> Rate was increased to \$34 a week on October 27, 1917.<sup>3</sup> Rate was increased 6 per cent. on August 18, 1917, and 5 per cent. on November 17, 1917.<sup>4</sup> Rate was increased 45 cents a day on October 27, 1917.<sup>5</sup> Rate was increased to \$2.60 a day on October 27, 1917.<sup>6</sup> Minimum rate of \$2.40 a day was adopted on November 9, 1917.<sup>7</sup> Rate was increased 25 cents a day on October 27, 1917.<sup>8</sup> Rate was increased 35 cents a day on October 27, 1917.<sup>9</sup> Rate was increased to \$3.02 a day on October 27, 1917.<sup>10</sup> One day off, alternate weeks, with pay.<sup>11</sup> Maximum rate was increased to \$4.10, and the minimum rate to \$2.25 on October 20, 1917.<sup>12</sup> Rate was increased to \$3.27 a day on October 27, 1917.

TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.

## SIGNAL MAINTENANCE SERVICE — Concluded.

OCCUPATIONS AND RAILROADS.	RATES OF WAGES				HOURS OF LABOR		
	Unit	One rate only	Maximum	Minimum	DAY		Week
					Monday to Friday	Saturday	
<b>Mechanics.</b>							
Railroad A (interlocking), . . . . .	Day	<sup>1</sup> \$3.24	-	-	10	10	60
Railroad A (signal), . . . . .	Day	<sup>1</sup> 2.94	-	-	10	10	60
<b>Painters.</b>							
Railroad C (tower), . . . . .	Day	<sup>2</sup> 2.92	-	-	9	9	54
<b>Repairmen.</b>							
Railroad C (tower), . . . . .	Day	<sup>2</sup> 3.67	-	-	9	9	54
<b>Signalmen.</b>							
Railroad C:							
Signalmen, . . . . .	Day	-	<sup>3</sup> \$2.92	<sup>2</sup> \$2.65	10	10	60
Signalmen, general, . . . . .	Day	<sup>2</sup> 2.92	-	-	10	10	60
Signalmen, universal, . . . . .	Day	-	<sup>2</sup> 3.47	<sup>2</sup> 3.19	10	10	60
Supervisors, . . . . .	Week	32.20	-	-	9	9	54
Supervisors, assistant, . . . . .	Week	25.30	-	-	9	9	54
<b>Switchfitters.</b>							
Railroad B, . . . . .	Day	-	3.25	3.00	9½	8	55½
Railroad B (chief), . . . . .	Day	3.50	-	-	9½	8	55½
<b>Switchmen (Groundmen).</b>							
Railroads A and B (Boston Terminal Division), . . . . .	Day	-	2.96	2.80	8	8	56

<sup>1</sup> Rate was increased 6 per cent. on August 18, 1917, and 5 per cent. on November 17, 1917.<sup>2</sup> Rate was increased 35 cents a day on October 27, 1917.<sup>3</sup> Rate was increased to \$3.10 a day on October 27, 1917.

TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.

## STATION AND FERRY SERVICE.

OCCUPATIONS AND RAILROADS.	RATES OF WAGES <sup>1</sup>				HOURS OF LABOR	
	Unit	One rate only	Maximum	Minimum	Day	Week
<b>Baggagemasters.</b>						
Railroads A and B (Boston), . . . . .	Week	—	<sup>2</sup> \$28.00	<sup>2</sup> \$26.00	10	70
Railroad C (Boston), . . . . .	Day	<sup>3</sup> \$3.72	—	—	—	—
Railroad D (Boston), . . . . .	Week	—	16.50	14.00	—	—
Railroad D (way stations), . . . . .	Week	—	13.50	12.50	—	—
<b>Baggagemasters, Assistant.</b>						
Railroads A and B (foremen, Boston), . . . . .	Day	<sup>4</sup> 3.10	—	—	10	{ 60 70
Railroads A and B (assistant foremen, Boston), . . . . .	Day	<sup>4</sup> 2.80	—	—	10	{ 60 70
Railroad C (assistant foremen, Boston), . . . . .	Day	—	<sup>5</sup> 3.46	<sup>5</sup> 3.35	—	70
<b>Baggagemen.</b>						
Railroads A and B (Boston), . . . . .	Day	—	<sup>6</sup> 2.25	<sup>6</sup> 1.75	—	—
Railroad C (Boston), . . . . .	Day	<sup>2</sup> 2.56	—	—	—	—
<b>Baggagemen (Boardmen and Valise Room Men).</b>						
Railroads A and B (Boston), . . . . .	Day	<sup>4</sup> 2.80	—	—	10	{ 60 70
Railroad C (Boston), . . . . .	Day	<sup>2</sup> 2.93	—	—	—	—
<b>Baggagemen (Checkmen).</b>						
Railroads A and B (Boston), . . . . .	Day	<sup>4</sup> 2.80	—	—	10	{ 60 70
Railroad A (outside of Boston), . . . . .	Day	—	<sup>6</sup> 2.54	<sup>6</sup> 2.47	10	60
<b>Baggagemen (Mail Porters).</b>						
Railroad C (Boston), . . . . .	Day	<sup>2</sup> 2.83	—	—	—	—
<b>Baggagemen (Parcel Clerks).</b>						
Railroads A and B (Boston), . . . . .	Day	2.25	—	—	10	{ 60 70
<b>Baggagemen (Porters).</b>						
Railroads A and B (Boston), . . . . .	Day	—	<sup>7</sup> 2.25	<sup>7</sup> 1.75	10	{ 60 70
Railroad D, . . . . .	Week	—	13.75	11.75	8	56
Railroad D (women), . . . . .	Week	9.35	—	—	—	—
<b>Baggagemen (Shippers).</b>						
Railroad A (outside of Boston), . . . . .	Day	<sup>8</sup> 2.40	—	—	10	60
Railroads A and B (Boston), . . . . .	Day	<sup>4</sup> 2.80	—	—	10	{ 60 70
Railroad C (Boston), . . . . .	Day	<sup>3</sup> 3.04	—	—	—	—
<b>Cashiers and Operators.</b>						
Railroad C, . . . . .	Day	—	<sup>9</sup> 2.95	<sup>9</sup> 2.65	—	—

<sup>1</sup> Where more than one rate is paid, the maximum and minimum rates only are shown. The rates paid to employees in some occupations vary according to priority of service or local conditions.

<sup>2</sup> On October 9, 1917, rate was increased \$2 a week.

<sup>3</sup> In October, 1917, rate was increased 40 cents.

<sup>4</sup> On October 9, 1917, rate was increased 25 cents.

<sup>5</sup> Minimum rate of \$2.40 was adopted on October 9, 1917.

<sup>6</sup> One rate of \$2.79 was adopted on October 17, 1917.

<sup>7</sup> Three rates, \$2.65, \$2.50, and \$2.40, were adopted on October 9, 1917.

<sup>8</sup> Rate was increased to \$2.50 on October 17, 1917.

<sup>9</sup> On October 25, 1917, rate was increased 35 cents.



TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.  
 STATION AND FERRY SERVICE — Continued.

OCCUPATIONS AND RAILROADS.	RATES OF WAGES				HOURS OF LABOR	
	Unit	One rate only	Maximum	Minimum	Day	Week
<b>Cleaners.</b>						
Railroads A and B:						
Men (Boston), . . . . .	Day	-	<sup>1</sup> \$2.20	<sup>1</sup> \$2.00	10	70
Men (Boston), . . . . .	Day	-	<sup>2</sup> 2.00	<sup>2</sup> 1.85	9	63
Women (Boston), . . . . .	Day	<sup>1</sup> \$1.50	-	-	10	70
Railroad C:					9	54
Foremen, . . . . .	Day	<sup>3</sup> 2.65	-	-	-	-
Men, . . . . .	Day	<sup>3</sup> 2.20	-	-	-	-
Women, . . . . .	Day	<sup>4</sup> 1.62	-	-	9	54
<b>Clerks (Baggage).</b>						
Railroad A, . . . . .	Day	<sup>5</sup> 2.28	-	-	9	-
Railroad C, . . . . .	Day	-	<sup>3</sup> 3.40	<sup>3</sup> 2.83	9	-
<b>Clerks and Operators.</b>						
Railroad B (Boston), . . . . .	Week	-	19.00	18.00	8	-
	Week	-	17.50	16.50	9	-
	Week	18.00	-	-	12	72
	Week	-	19.25	17.00	8	-
Railroad B (outside of Boston), . . . . .	Week	-	20.00	16.50	9	-
	Week	-	19.00	16.50	10	-
	Week	-	21.50	15.00	12	-
	Day	-	<sup>6</sup> 3.05	<sup>6</sup> 1.45	-	-
Railroad C, . . . . .	Day	-	-	-	-	-
<b>Coal Handlers.</b>						
Railroad D, . . . . .	Week	17.50	-	-	8	56
<b>Crossing Tenders and Gatemen.</b>						
Railroads A and B (Boston), . . . . .	Day	<sup>1</sup> 2.80	-	-	9	63
Railroad C:						
Boston, . . . . .	Day	<sup>3</sup> 2.78	-	-	10	70
Boston, head, . . . . .	Day	<sup>3</sup> 3.57	-	-	10	70
Outside of Boston, . . . . .	Day	-	<sup>4</sup> 2.15	<sup>3</sup> 1.70	-	-
Railroad D, . . . . .	Week	14.00	-	-	8	56
<b>Deck Hands.</b>						
Railroad D (1st class), . . . . .	Week	17.50	-	-	8	48
Railroad D (2nd class), . . . . .	Week	16.50	-	-	8	48
<b>Drop Tenders.</b>						
Railroad D, . . . . .	Week	16.50	-	-	-	-
<b>Elevatormen (Passenger).</b>						
Railroads A and B (Boston), . . . . .	Day	-	2.00	<sup>7</sup> 1.65	10	70
<b>Elevatorwomen (Passenger).</b>						
Railroads A and B (Boston), . . . . .	Day	-	2.00	<sup>7</sup> 1.65	9	54
<b>Engineers (Marine).</b>						
Railroad D, . . . . .	Week	30.00	-	-	8	48
<b>Firemen.</b>						
Railroad D, . . . . .	Week	17.95	-	-	8	56

<sup>1</sup> On October 9, 1917, rate was increased 25 cents.

<sup>2</sup> On October 9, 1917, rate was increased 30 cents.

<sup>3</sup> In October, 1917, rate was increased 40 cents.

<sup>4</sup> Rate was increased 20 cents in October, 1917.

<sup>5</sup> Rate was increased to \$2.31 on October 17, 1917.

<sup>6</sup> On October 25, 1917, rate was increased 35 cents.

<sup>7</sup> Minimum rate of \$2.25 was adopted on October 9, 1917.

TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.

## STATION AND FERRY SERVICE — Continued.

OCCUPATIONS AND RAILROADS.	RATES OF WAGES				HOURS OF LABOR	
	Unit	One rate only	Maximum	Minimum	Day	Week
<b>Freight Agents.</b>						
Railroad B (outside of Boston), . . . . .	Week	-	\$27.50	\$24.00	12	-
<b>Freight Agents and Operators.</b>						
Railroad B (outside of Boston), . . . . .	Week	-	26.50	25.00	12	-
<b>Freight Checkers.</b>						
Railroad A (Boston), . . . . .	Day	<sup>2</sup> \$3.00	-	-	10	60
Railroad A (outside of Boston), . . . . .	Day	<sup>3</sup> 2.66	-	-	10	60
Railroad B (Boston), . . . . .	Day	3.00	-	-	10	60
Railroad C (Boston), . . . . .	Day	<sup>4</sup> 3.00	-	-	10	60
Railroad C (outside of Boston), . . . . .	Day	<sup>4</sup> 2.52	-	-	10	60
<b>Freight Deliverers.</b>						
Railroad A (Boston), . . . . .	Day	<sup>5</sup> 2.78	-	-	10	-
Railroad A (outside of Boston), . . . . .	Day	<sup>5</sup> 2.40	-	-	10	60
Railroad B (Boston), . . . . .	Day	2.80	-	-	10	60
Railroad C (Boston), . . . . .	Day	<sup>4</sup> 3.00	-	-	10	-
Railroad C (outside of Boston), . . . . .	Day	<sup>4</sup> 2.45	-	-	10	60
<b>Freight Handlers.</b>						
Railroad A (Boston), . . . . .	Day	<sup>7</sup> 2.50	-	-	10	-
Railroad B, . . . . .	Day	<sup>8</sup> 2.42	-	-	10	60
Railroad C, . . . . .	Day	<sup>4</sup> 2.50	-	-	10	-
<b>Freight Laborers.</b>						
Railroad A (Boston), . . . . .	Day	<sup>7</sup> 2.50	-	-	10	60
Railroad A (outside of Boston), . . . . .	Day	<sup>9</sup> 2.15	-	-	10	60
Railroad B, . . . . .	Day	<sup>4</sup> 2.50	-	-	10	60
Railroad C (longshoremen, outside of Boston), . . . . .	Day	-	<sup>4</sup> 2.25	<sup>4</sup> 2.15	10	60
<b>Freight Receivers.</b>						
Railroad A (Boston), . . . . .	Day	-	<sup>5</sup> 2.96	2.82	10	60
Railroad A (outside of Boston), . . . . .	Day	<sup>6</sup> 2.40	-	-	10	60
Railroad B (Boston), . . . . .	Day	2.90	-	-	10	60
Railroad C (Boston), . . . . .	Day	<sup>4</sup> 3.00	-	-	10	60
<b>Guides.</b>						
Railroads A and B (Boston), . . . . .	Day	<sup>10</sup> 2.80	-	-	9	63
<b>Mail Carriers.</b>						
Railroad C, . . . . .	Day	-	<sup>11</sup> 2.09	<sup>11</sup> 1.75	-	-
<b>Matrons.</b>						
Railroad D, . . . . .	Week	-	9.75	9.25	8	48

<sup>1</sup> Maximum rate of \$38.50 was adopted on July 20, 1917.<sup>2</sup> Rate was increased 34 cents on October 17, 1917.<sup>3</sup> Rate was increased 27 cents on October 17, 1917.<sup>4</sup> On November 17, 1917, rate was increased 40 cents.<sup>5</sup> Rate was increased to \$3.34 on October 17, 1917.<sup>6</sup> Rate was increased to \$2.64 on October 17, 1917.<sup>7</sup> In October, 1917, rate was increased 40 cents.<sup>8</sup> Rate was increased to \$2.90 on November 17, 1917.<sup>9</sup> Rate was increased 20 cents in October, 1917.<sup>10</sup> On October 9, 1917, rate was increased 25 cents.<sup>11</sup> On November 17, 1917, maximum rate was increased to \$3.15 and minimum rate to \$2.49.

TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.

## STATION AND FERRY SERVICE — Continued.

OCCUPATIONS AND RAILROADS.	RATES OF WAGES				HOURS OF LABOR	
	Unit	One rate only	Maximum	Minimum	Day	Week
<b>Oilers, Ferry.</b>						
Railroad D, . . . . .	Week	\$12.25	-	-	8	48
<b>Pilots.</b>						
Railroad D, . . . . .	Week	31.15	-	-	8	48
Railroad D (relief pilots), . . . . .	Week	23.05	-	-	-	-
<b>Station Agents.</b>						
Railroad A, . . . . .	Day	-	\$3.93	\$1.79	9-13	63-91
Railroad A (relief), . . . . .	Day	3.66	-	-	-	-
Railroad B (Boston), . . . . .	Week	-	18.00	16.00	9	-
Railroad B (outside of Boston), . . . . .	Week	-	25.00	12.95	12	-
Railroad C, . . . . .	Day	-	25.75	9.40	12	-
Railroad D (Boston), . . . . .	Week	-	13.95	12.10	-	-
Railroad D (way stations), . . . . .	Week	25.00	-	-	8	48
	Week	-	15.00	13.50	8	48
<b>Station Agents and Operators.</b>						
Railroad B: . . . . .						
Boston, . . . . .	Week	-	22.00	18.00	9	-
Outside of Boston, . . . . .	Week	-	25.50	17.25	12	-
Railroad C, . . . . .	Week	-	28.00	16.00	12	-
	Day	-	13.95	12.30	-	-
<b>Station Agents and Operators, Assistant.</b>						
Railroad B (outside of Boston), . . . . .	Week	-	20.00	18.00	8	-
	Week	-	20.00	17.50	9	-
Railroad C, . . . . .	Week	23.10	-	-	10	-
	Day	12.70	-	-	-	-
<b>Telegraph Operators.</b>						
Railroad A, . . . . .	Day	-	3.17	2.23	-	-
Railroad B (Boston), . . . . .	Week	23.20	-	-	8	-
Railroad C, . . . . .	Week	14.25	-	-	12	-
	Day	-	13.25	12.35	-	-
<b>Ticket Agents.</b>						
Railroad A, . . . . .	Week	-	26.44	20.59	12	-
Railroad B (Boston), . . . . .	Week	-	20.00	16.00	12	-
Railroad B (outside of Boston), . . . . .	Week	-	25.00	21.00	12	-
Railroad C, . . . . .	Day	-	13.35	12.05	9	-
Railroad C, . . . . .	Week	-	27.85	26.70	10	70
Railroad D, . . . . .	Week	-	18.50	15.50	10	70
Railroad D (women), . . . . .	Week	10.50	-	-	-	-
<b>Ticket Agents, Assistant.</b>						
Railroad C, . . . . .	Day	-	12.85	12.35	10	70
<b>Ticket Agents and Operators.</b>						
Railroad B, . . . . .	Week	-	21.00	19.50	8	-
	Week	-	21.00	18.00	9	-
Railroad C, . . . . .	Week	-	25.00	20.00	12	-
Railroad C, . . . . .	Day	-	13.20	12.35	10	70
	Week	20.70	-	-	10	70
<b>Ticket Agents and Operators, Assistant.</b>						
Railroad C, . . . . .	Day	-	12.85	12.30	10	70

1 On October 25, 1917, rate was increased 35 cents.

2 Employees receiving \$25 work 12-hour day, and those receiving \$21 work 9-hour day.

3 Rate was increased \$2.45 on October 25, 1917.

TABLE 16. STEAM RAILROAD SERVICE — CONTINUED.  
STATION AND FERRY SERVICE — Concluded.

OCCUPATIONS AND RAILROADS.	RATES OF WAGES				HOURS OF LABOR	
	Unit	One rate only	Maximum	Minimum	Day	Week
<b>Ticket Clerks.</b>						
Railroad B, . . . . .	Week	\$18.50	—	—	9	—
<b>Ticket Clerks and Operators.</b>						
Railroad B (Boston), . . . . .	Week	—	\$19.00	\$18.00	12	—
Railroad B (outside of Boston), . . . . .	Week	—	19.75	17.00	9	—
	Week	—	19.50	17.50	12	—
<b>Ticket Sellers.</b>						
Railroad C, . . . . .	Day	—	<sup>1</sup> 3.45	<sup>1</sup> 3.20	10	70
Railroad C, . . . . .	Week	<sup>2</sup> 16.35	—	—	10	70
<b>Watchmen.</b>						
Railroad C (Boston), . . . . .	Day	—	<sup>3</sup> 2.41	<sup>3</sup> 1.94	10	70
Railroad C (outside of Boston), . . . . .	Day	—	<sup>3</sup> 2.26	<sup>3</sup> 1.82	12	84

<sup>1</sup> On October 25, 1917, rate was increased 35 cents.

<sup>2</sup> Rate was increased \$2.45 on October 25, 1917.

<sup>3</sup> In October, 1917, rate was increased 40 cents.

TABLE 16. STEAM RAILROAD SERVICE—CONTINUED.  
SWITCH TOWER SERVICE.

OCCUPATIONS AND RAILROADS.	RATES OF WAGES <sup>1</sup>				Daily Hours of Labor <sup>2</sup>
	Unit	One rate only	Maxi- mum	Mini- mum	
<b>Agents, Operators, and Towermen.</b>					
Railroad B, . . . . .	{ Week	—	\$20.50	\$19.00	8
	Week	—	20.50	18.50	9
	Week	—	19.00	18.50	12
<b>Announcers.</b>					
Boston (Terminal Division), . . . . .	Day	—	\$ 2.65	\$ 2.50	8
<b>Car Distributors.</b>					
Railroad B, . . . . .	Week	\$27.00	—	—	10
<b>Clerks, Operators, and Towermen.</b>					
Railroad B, . . . . .	{ Week	—	19.00	17.00	8
	Week	—	19.50	19.00	9
<b>Levermen or Helpers.</b>					
Boston (Terminal Division), . . . . .	Day	\$ 3.80	—	—	8
Railroad A, . . . . .	Day	—	2.90	2.74	8
Railroad B, . . . . .	Week	—	21.50	18.00	8
Railroad C, . . . . .	Day	—	\$ 3.92	\$ 3.02	8
Railroad C (relief), . . . . .	Day	\$ 3.17	—	—	8
<b>Sheetmen.</b>					
Railroad C, . . . . .	Day	\$ 3.17	—	—	8
Railroad C (Terminal, clerks and sheetmen), . . . . .	Day	\$ 3.27	—	—	8
<b>Tower Directors.</b>					
Boston (Terminal Division), . . . . .	Day	\$ 4.80	—	—	8
Railroad A, . . . . .	Day	4.20	—	—	8
Railroad B, . . . . .	Week	27.00	—	—	8
Railroad C, . . . . .	Day	—	\$ 4.67	\$ 3.32	8
Railroad D, . . . . .	Week	—	21.50	20.00	8
<b>Towermen.<sup>2</sup></b>					
Railroad A, . . . . .	Day	—	3.17	2.51	8
Railroad A (relief), . . . . .	Day	3.34	—	—	8
Railroad B, . . . . .	Week	—	23.75	16.00	8
	Week	—	21.00	18.50	9
	Week	—	20.00	16.00	12
Railroad B (clerks), . . . . .	Week	16.00	—	—	—
Railroad C, . . . . .	Day	—	\$ 3.42	\$ 2.72	8
Railroad D, . . . . .	Week	—	20.00	18.35	8
<b>Towermen and Operators.</b>					
Railroad B, . . . . .	{ Week	22.75	—	—	12
	Week	18.00	—	—	9
<b>Switchmen.</b>					
Railroad A (groundmen), . . . . .	Day	2.59	—	—	12

<sup>1</sup> Where more than one rate is paid, the maximum and minimum rates only are shown. The rates paid to employees in some occupations vary according to priority of service or local conditions.

<sup>2</sup> Nearly all towermen work 7 days a week.

<sup>3</sup> Rate was increased 30 cents on October 20, 1917.

<sup>4</sup> Rate was increased 40 cents on October 20, 1917.

<sup>5</sup> Rate was increased 38 cents on December 1, 1917.

TABLE 16. STEAM RAILROAD SERVICE — CONCLUDED.

## SWITCH TOWER SERVICE — Concluded.

OCCUPATIONS AND RAILROADS.	RATES OF WAGES				Daily Hours of Labor
	Unit	One rate only	Maxi- mum	Mini- mum	
Switchmen and Telegraph Operators.					
Railroad B, { . . . . .	Week	\$17.50	-	-	12
	Day	2.60	-	-	12
Railroad C, { . . . . .	Day	-	<sup>1</sup> \$2.50	<sup>1</sup> \$2.45	12
	Night	-	<sup>1</sup> 2.65	<sup>1</sup> 2.45	12
	Day	2.60	-	-	12
Telephone Operators.					
Boston (Terminal Division), . . . . .	Day	<sup>2</sup> 2.80	-	-	8

<sup>1</sup> Rate was increased 35 cents on October 25, 1917.<sup>2</sup> Rate was increased 40 cents on October 20, 1917.

TABLE 17. STREET AND ELECTRIC RAILWAY SERVICE.

COMPANIES.	YEARS OF SERVICE AND RATES PER HOUR						
	1st 6 Mos.	2d 6 Mos.	2d Year	3d Year	4th Year	5th Year	6th Year and After
<b>Motormen and Conductors — Surface Lines.</b>							
Bay State St. Ry. Co., . . . . .	\$0.27½	\$0.28	\$0.29	\$0.30	\$0.31	\$0.32	\$0.33
Boston Elevated Ry. Co., . . . . .	.29½	.29¾	.31	.31¾	.32¼	.33¼	.34¾
Boston & Worcester St. Ry. Co., . . . . .	.26	.27	.28	.29	.30	.32	.32
Concord, Maynard & Hudson St. Ry. Co., . . . . .	.25	.25	.26	.27	.28	.29	.30
Connecticut Valley St. Ry. Co., . . . . .	.23½	.23½	.24	.25	.26	.27½	.27½
Fitchburg & Leominster St. Ry. Co., . . . . .	.26	.27	{ 1.28	1.29	1.30	1.31 }	.33
Holyoke St. Ry. Co., . . . . .	.27	.28	.29	.31	.33	.33	.33
Interstate Consolidated St. Ry. Co., . . . . .	.28½	.30	.31½	.32½	.34½	.34½	.34½
Mass. Northeastern St. Ry. Co., . . . . .	.24½	.25	.26	.27	.28	.29	.30½
Middlesex & Boston St. Ry. Co., . . . . .	.27	.27	.29	.31	.33	.34	.34
Milford & Uxbridge St. Ry. Co., . . . . .	.26	.27	.28	.29	.30	.32	.32
Milford, Attleboro & Woonsocket St. Ry. Co., . . . . .	.28½	.30	.31½	.32½	.34½	.34½	.34½
New Bedford & Onset St. Ry. Co., . . . . .	.27	.28	.30	.31	.32	.33	.34
Northampton St. Ry. Co., . . . . .	.27	.28	.28	.29	.30	.31	.32
Northern Mass. St. Ry. Co., . . . . .	.23½	.23½	.24	.25	.26	.27½	.27½
Springfield St. Ry. Co., <sup>2</sup> . . . . .	2.55½	2.70½	2.85½	2.95½	3.10½	3.10½	3.10½
Union St. Ry. Co. (New Bedford), . . . . .	.27	.28	.30	.31	.32	.33	.34
Worcester Consolidated St. Ry. Co., . . . . .	.28½	.30	.31½	.32½	.34½	.34½	.34½

<sup>1</sup> Smaller rate paid for first 6 months of the year; larger rate for second 6 months.<sup>2</sup> Rates per day for 9 hours' work.

OCCUPATIONS AND COMPANY.	YEARS OF SERVICE AND RATES PER HOUR					
	1st Year	2d Year	3d Year	4th Year	5th Year	6th Year and After
<b>Brakemen, Rapid Transit Lines.</b>						
Boston Elevated Ry. Co., . . . . .	\$0.24¾	\$0.25¾	\$0.26	\$0.26½	\$0.27	\$0.27½
<b>Collectors.</b>						
Boston Elevated Ry. Co., . . . . .	{ 1.17¾ .18¾ }	{ 1.19¾ .20¾ }	.21¾	.21¾	.21¾	.21¾
<b>Gatemen, Rapid Transit Lines.</b>						
Boston Elevated Ry. Co., . . . . .	.21¾	.22¾	.22¾	.23	.23¾	.23¾
<b>Guards, Rapid Transit Lines.</b>						
Boston Elevated Ry. Co., . . . . .	.28¾	.29¾	.29¾	.30¾	.30¾	.31¾
<b>Motormen, Rapid Transit Lines.</b>						
Boston Elevated Ry. Co., . . . . .	.33	.33¾	.34½	.35¾	.36	.36¾

<sup>1</sup> Smaller rate paid for first 6 months of the year; larger rate for second 6 months.





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PART III

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LABOR LEGISLATION IN MASSACHUSETTS  
1918

(ISSUED AS LABOR BULLETIN No. 125)

(SUPPLEMENTARY TO LABOR BULLETINS Nos. 104 AND 122)

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[Pt. III. 1]



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# LABOR LEGISLATION IN MASSACHUSETTS IN 1918.

## INTRODUCTORY.

This bulletin contains the text of the laws relative to labor, broadly defined, enacted by the Legislature of Massachusetts during the session of 1918, and also certain other matter, described below, having a direct bearing upon the labor legislation of the year. The plan of presentation here adopted is similar to that followed in compiling earlier bulletins on the subject of labor legislation in this State, and it is intended that the present bulletin shall serve as a supplement to Labor Bulletins Nos. 104 and 122, which contained the labor legislation of prior years.<sup>1</sup>

In the first main division of this bulletin will be found the text of the labor legislation enacted by the Legislature in 1918. The more important measures passed during the session are briefly discussed in the following paragraphs.

*War Measures.* — Of the important measures enacted during the year, four had specific reference to conditions resulting from the war. The so-called "Compulsory Work Law" (Gen. Acts, Chap. 286) provided that thirty days after the issuance of a proclamation by the Governor "that the employment of all men able to work is necessary for the public protection and welfare",<sup>2</sup> and thereafter until the termination of the war or until such proclamation shall have been withdrawn, "it shall be the duty of every male resident of the Commonwealth, who is able to work and who is between the ages of eighteen and fifty years, to engage in and to pursue some regular, useful occupation for at least thirty-six hours per week, and to comply with the provisions of this act relative to registration." Provision was made for preserving the Civil Service standing in this State of persons in the military or naval service of the United States, and for their reinstatement in the public service in Massachusetts within one year after their honorable discharge from such military or naval service (Gen. Acts, Chap. 160). Cities and towns were authorized to fill by temporary appointment the places of municipal officers engaged in military or naval service (Gen. Acts, Chap. 185). The State Board of Education was directed to establish a division for the training and instruction of disabled soldiers and sailors (Gen. Acts, Chap. 230). Several acts considered in a later paragraph under "Industrial Education" may also be considered as in the nature of war measures, although not wholly such.

*Women and Children.* — The so-called "fifty-four hour law" was made applicable to women and minors employed in the operation of elevators (Gen. Acts, Chap. 147). The law governing the employment of minors in street trades was amended so as to provide that in cities the school committee should be empowered to make regulations

<sup>1</sup> Labor Bulletin No. 104, entitled "Handbook of the Labor Laws of Massachusetts," contained the labor legislation in effect at the close of the session in 1914, and Labor Bulletin No. 122 included the legislation pertaining to labor, enacted at the sessions in 1915, 1916, and 1917, with the exception of those provisions which were no longer effective at the close of the session of 1917.

<sup>2</sup> A proclamation to this effect was issued on June 12, 1918, and the act became operative on July 12, 1918. The proclamation was withdrawn on November 20, 1918, nine days after the signing of the armistice.

governing the employment in street trades of girls under eighteen years of age and of boys under the age of sixteen years, and the law governing the employment of minors by hawkers and pedlers was further amended (Gen. Acts, Chap. 257, §§ 263, 264).

*Industrial Safety and Sanitation.* — An earlier statute relative to the provision of surgical and medical chests in factories was amended by the addition of a clause further providing that suitable and sanitary facilities for heating or warming food to be consumed by those employees who so desire should be provided in establishments in which one hundred or more persons are employed (Gen. Acts, Chap. 110).

*Workmen's Compensation and Insurance.* — The minimum weekly compensation payable to injured employees under the Workmen's Compensation Act was increased from four dollars to five dollars (Gen. Acts, Chap. 113). The law relative to the making of claims for compensation was amended so as to provide that such claims should not be held invalid because of unintentional inaccuracies therein, or because of the failure to make such claims within a prescribed period (Gen. Acts, Chap. 119). Provision was made for the issuance of insurance policies covering groups of employees (Gen. Acts, Chaps. 112 and 216) and an appropriation was provided "for the purpose of further encouraging and promoting old age annuities and the organization of mutual benefit associations among the employees in industrial plants in the Commonwealth in order to afford them an opportunity to insure against sickness and disability" (Res., Chap. 70).

*Wages.* — The law providing for the weekly payment of wages to employees in certain establishments was amended so as to apply to employees of clubs (Gen. Acts, Chap. 87). It was made unlawful for employers, either directly or indirectly, to accept or receive any gratuity given to their employees for the checking of clothing (Gen. Acts, Chap. 149). Deductions from wages of employees on account of tardiness, of a sum "in excess of the proportionate wage which would have been earned during the time actually lost," were prohibited (Gen. Acts, Chap. 192). The following acts referred specifically to the wages of large groups of public employees: An act providing for the classification and grading by the Supervisor of Administration of all appointive offices and positions in the government of the Commonwealth, except those in the judicial and legislative branches (Gen. Acts, Chap. 228); an act providing for an investigation by the Supervisor of Administration of the working conditions, duties, and compensation of the officials and employees of the Commonwealth and of the several counties, with certain exceptions (Res., Chap. 86); and an act establishing \$550 as the minimum annual salary of public school teachers in the Commonwealth, except in certain instances (Gen. Acts, Chap. 197). Several other acts had reference to the compensation and fees payable to small groups of employees and individuals.

*Public Employment.* — In addition to the legislation having reference to the compensation of public employees, discussed in the preceding paragraph, there was a rather large number of measures affecting public employees passed, which, while affecting only small groups of employees, were important when considered collectively, because the very number indicated that to the Legislature is being delegated, to an increasing extent, the function of regulating the hours of labor and working conditions of public employees and of establishing their status. In a number of instances municipal and other officials were made subject to civil service regulations, and in several instances the hours of labor and other conditions of employment of certain groups and individuals in the public service were established by specific enactments. Under this caption reference may also be made to the numerous acts revising in certain particulars

the several pension and retirement systems established for the benefit of employees in various branches of the public service.

*Industrial Education.* — The legislation with reference to industrial education was of special significance because of the extraordinary demands made upon productive labor by reason of the war. The measures passed were evidently intended, first of all, to meet the exigency of the time. Thus the restrictions formerly imposed, according to which instruction in industrial, agricultural and household art schools should be given only to persons employed during the day in work to which the instruction so given applies and only to persons under twenty-five years of age, were removed for the period of the war and for one year thereafter, and during that time such instruction might be given "to any pupils for whom it would be profitable" (Gen. Acts, Chap. 206). Larger powers were granted to cities in the matter of providing instruction in agriculture and related subjects (Gen. Acts, Chap. 257, § 183). Provision was made for the participation of counties in extension work in agriculture, home-making and country life, and cities and towns were authorized to acquire land for the purpose of demonstration work in agriculture and home-making (Gen. Acts, Chap. 273). Reference has already been made under "War Measures," above, to the act providing for the establishment by the State Board of Education of a division for the training and instruction of disabled soldiers and sailors (Gen. Acts, Chap. 230). A similar act, although not a war measure, provided for the establishment in the Industrial Accident Board of a division for directing the training of employees who have become crippled or otherwise handicapped by accidents in the course of their employment (Gen. Acts, Chap. 231). Four acts provided, respectively, for the control and maintenance by the State of the Massachusetts Agricultural College, and of the textile schools in New Bedford, Fall River, and Lowell (Gen. Acts, Chaps. 246, 248, 262, and 274), and by another act the city of Northampton was authorized to assume control of Smith's Agricultural School (Sp. Acts, Chap. 151).

*Other Measures.* — The laws with reference to liens for labor, licensed occupations (hawkers and peddlers and electricians), Sunday labor and prison labor were amended in certain particulars, but such amendments were largely corrective in character and added no distinctively new features to any of these laws.

In this bulletin, as in Bulletins Nos. 104 and 122, to which it is supplementary, the several enactments have been classified by subjects rather than by chapter numbers in order that the legislation on any particular subject may be more readily accessible. In the preparation of such classification it has been necessary to re-arrange to some extent the various acts, chapters, sections, and even parts of sections, by transferring or omitting certain words, phrases, and clauses and by inserting certain matter in order to make the context clear. Each enactment amending an earlier enactment has been given the same paragraph number assigned to the earlier enactment in the earlier bulletins on this subject, and those specific words, phrases, etc., which are merely in the nature of amendments have been set in italics so that the effect of the amendment may be readily observed. For purposes of conciseness certain phrases, which for present purposes are non-essential, have been omitted, such omissions being indicated by leaders, thus: . . . . . Wherever any insertion, for the purposes of correlation or explanation, has been made, such insertion has been enclosed in brackets, thus: [      ]. Citations of sections printed in this supplement are given in italic type, enclosed in brackets, at the end of each paragraph, thus: [*Gen. Acts, 1918, c. 257, § 478*], to indicate where may be found, in the official edition of the Revised Laws or of the Acts and

Resolves, the complete text of the sections here presented. Such citations usually include the amendments to the section during the last four years, in addition to its original date of enactment, with the chapter number, wherever such original act has not been repealed.

For the purpose of avoiding a considerable amount of repetition, those sections, the text of which permits of more than one classification, have generally been placed where it was deemed they were most pertinent. In a few instances, however, it was considered advisable to repeat or refer to such section under another caption.

Certain acts passed during the legislative session of 1918 which did not specifically amend any part of the text of the law as published in the earlier bulletins bear, nevertheless, closely upon the subject matter contained therein. In such cases the text of the law has been given the same paragraph number as that in the earlier bulletins to which it most nearly corresponds, accompanied, however, by a capital letter A, B, etc., indicating that such paragraph, while not amending the original paragraph, is supplementary thereto. In other words, these sections have been so designated as to correlate them with the corresponding sections in the earlier bulletins bearing most nearly on the subject matter of the new legislation. All sections stating that an act "shall take effect upon its passage" have been omitted, but those sections which state that the act shall take effect upon a definite date other than that of its passage have been included.

Under "Administrative Provisions" have been printed certain provisions of the laws governing the various State boards and commissions which are more directly concerned with the subject of labor. Special legislation affecting a particular city or town, wherever significant as a labor measure, has been included; especially is this true of provisions relative to the extension of the civil service.

The second main division of this bulletin consists of an index, in tabular form, to the numerous bills affecting labor which were introduced during the legislative session of 1918, and in this index information is given with reference to the more important stages through which the several bills passed, namely, the committee to which referred, the report of such committee, the final disposition of the bill, and, if enacted, the chapter number assigned thereto, in order that the reader may observe at a glance the principal action taken thereon by the Legislature. Certain bills having merely a general bearing on the subject of labor have been included in this index, but the actual text of the final enactments has been omitted from the first division of this bulletin for the reason that the matter was not deemed of sufficient significance as a labor measure to justify its being printed in full. All bills appropriating money for the use of an administrative body and all bills affecting designated individuals only have been excluded.

The total number of acts and resolves passed during the session which may properly be classified as labor measures was 84 (57 General Acts, 18 Special Acts, and 9 Resolves). Included in this number was General Acts, Chapter 257, which amended and revised many of the Laws of the Commonwealth, and among its 478 sections, there were 75 which amended the earlier labor laws in many respects. If these 75 sections are considered as separate enactments, the total number of distinct labor enactments during the year would be 158. Of the 2,051 bills of all kinds introduced during the session, 435, or more than one-fifth, may be classed as labor bills. These facts indicate the extent to which the attention of the Legislature was directed toward the consideration of labor matters in the Commonwealth.



In the third division of this bulletin have been reprinted those portions of the Governor's address containing recommendations concerning labor, and which covered in general the following matters: The shortage of labor, workmen's compensation, industrial health insurance, continuation schools, and vocational education.

A table showing the disposition of statutes cited in the text of the acts passed during the legislative session of 1918 is appended. By means of this table one may readily locate by number any specific act or section appearing in this bulletin.

The index appended hereto should serve as a means of readily locating, by subject, any act or section passed during the year, regardless of its classification in this compilation.

## I.

TEXT OF THE ACTS AFFECTING LABOR PASSED DURING  
THE LEGISLATIVE SESSION OF 1918.

## A. ADMINISTRATIVE PROVISIONS.

## 1. STATE BOARD OF LABOR AND INDUSTRIES.

**12A. Investigation of the efficiency of the Board.** — *Resolved*, That the supervisor of administration be directed to inquire into and to investigate the efficiency of the state board of labor and industries, the organization thereof and the methods employed thereby, and to what extent and in what respects the board should be reorganized, and to report to the next general court his conclusions and recommendations not later than the first Wednesday of January. [*Res.*, 1918, c. 73.]

**25A. Additional inspectors to be appointed.** — The state board of labor and industries is hereby authorized to appoint, subject to the provisions of Acts, 1912, c. 726, § 8, as am. by Gen. Acts, 1915, c. 74, five additional inspectors, to serve for a period of one year from the date of the passage of this act, and to receive from the treasury of the commonwealth such salaries as may be determined by the said board, with the approval of the governor and council. [*Gen. Acts*, 1918, c. 276, § 1.]

## 2. DISTRICT POLICE.

**64A. Salaries of members regulated.** — (a) *Salaries of the chief, deputy chiefs, etc.* — The annual salary of the chief of the district police shall be thirty-five hundred dollars. The annual salary of the deputy chiefs of the district police shall be twenty-eight hundred dollars each. The annual salary of the captain and the chief fire inspector of the district police shall be twenty-three hundred dollars each. The annual salary of all other members shall be graded by length of service as follows: First year, sixteen hundred dollars; second year, seventeen hundred dollars; third year, eighteen hundred dollars; fourth year, nineteen hundred dollars; and thereafter two thousand dollars. [*Gen. Acts*, 1918, c. 275, § 1.]

(b) *Salaries of clerks.* — The annual salary of the clerical force of the district police shall be as follows: First clerk, eighteen hundred dollars; second clerk, twelve hundred dollars; four stenographers, fourteen hundred dollars each, one of such stenographers to act as secretary to the board of boiler rules; three stenographers, whose salaries shall be graded by length of service as follows: First year, nine hundred dollars; second year, one thousand dollars; third year, eleven hundred dollars; and thereafter, twelve hundred dollars; ten stenographers, whose annual salaries shall be graded by length of service as follows: First year, seven hundred dollars; second year, seven hundred and fifty dollars; third year, eight hundred dollars; and thereafter, eight hundred and fifty dollars. [*Gen. Acts*, 1918, c. 275, § 2.]

(c) *Act not to affect present members' salaries.* — Nothing in this act shall be construed as affecting the position or reducing the salary of any officer, member, clerk or stenographer now in the employ of the district police force. [*Gen. Acts*, 1918, c. 275, § 3.]

## 3. BOARD OF BOILER RULES.

**82. Rules to be approved by the governor, etc.** — The rules so formulated shall be submitted to the governor *and council* for *their* approval, and when approved shall have the force of law, and shall be printed and furnished to those requesting them by the boiler inspection department.<sup>1</sup> [*Acts, 1907, c. 465, § 27, as am. by Gen. Acts, 1918, c. 257, § 344.*]

## 4. STATE BOARD OF CONCILIATION AND ARBITRATION.

**92A. Salaries.** — The salaries of the members of the state board of conciliation and arbitration shall be at the rate of \$3,000 each annually. [*Acts, 1918, c. 225, § 1.*]

## 5. HOMESTEAD COMMISSION.

**133A. Additional copies of fifth annual report to be printed.** — *Resolved*, That the homestead commission be authorized to print for public distribution five hundred additional copies of its fifth annual report. [*Res., 1918, c. 20.*]

**133B. Homesteads to be provided for citizens.** — (*b*) *The commission may sell land and buildings.* — The commission may sell land acquired hereunder, or any parts thereof, with or without buildings thereon, for cash, or upon such instalments, terms and contracts, and subject to such restrictions and conditions as may be determined upon by the commission, *and the commission may take mortgages upon said land with or without buildings thereon for such portion of the purchase price and upon such terms as it shall deem advisable*, but no tract of land shall be sold for less than its cost, including the cost of any buildings thereon. All proceeds from the sale of land and buildings or other sources shall be paid into the treasury of the commonwealth. [*Gen. Acts, 1917, c. 310, § 2, as am. by Gen. Acts, 1918, c. 204, § 1.*]

## 6. OTHER BOARDS, COMMISSIONS, ETC.

In addition to the boards, commissions, etc., named on the preceding pages, the following are also directly concerned in the administration of the labor laws: Civil Service Commission, Industrial Accident Board, Board of Elevator Regulations, Minimum Wage Commission, and the Bureau of Statistics. For the duties of the respective boards, commissions, etc., in the administering of the labor laws, *see* also Labor Bulletins Nos. 104 and 122 under "Administrative Provisions."

Changes in name of the following boards and commissions, which to a limited extent administer the labor laws, were made by the Legislature in 1918: Board of Economy and Efficiency to Supervisor of Administration; Commissioner of Weights and Measures to Commissioner of Standards; State Board of Agriculture to State Department of Agriculture; The Massachusetts Commission for the Blind to the Commission for the Blind. These changes have been indicated wherever the names appear in the text of the acts and resolves of the present year appearing in this bulletin.

<sup>1</sup> To take effect February 1, 1919. *See* Gen. Acts, 1918, c. 257, § 478.

**B. GENERAL PROVISIONS.****1. EMPLOYMENT AND UNEMPLOYMENT.**

**194. Act relative to employment of public school teachers not to apply to certain superintendents.**<sup>1</sup> — This act shall not apply to superintendents of superintendency unions or districts. [Acts, 1914, c. 714, § 7, as am. by Gen. Acts, 1918, c. 257, § 182.]

**196H. Male residents of certain ages to engage in useful occupations during the present war.** — (a) *Males between 18 and 50 affected, if unemployed upon issuance of the governor's proclamation.*<sup>2</sup> — The governor may, at any time during the continuance of the present war, issue a proclamation that the employment of all men able to work is necessary for the public protection and welfare. Thirty days after the issue of such proclamation, and thereafter until the termination of the present war, it shall be the duty of every male resident of the commonwealth, who is able to work and who is between the ages of eighteen and fifty years, to engage in and to pursue some regular, useful occupation for at least thirty-six hours per week, and to comply with the provisions of this act relative to registration. Any such person who fails so to be employed or who fails to comply with the provisions of this act shall be punished by a fine of not more than one hundred dollars or by imprisonment for a term not exceeding three months or both. The governor may after the issuance of such proclamation at any time withdraw the same if in his opinion such action will be for the public interest: *provided, however*, that such withdrawal shall not limit the right of the governor to issue a new proclamation under this act whenever he deems it advisable. [Gen. Acts, 1918, c. 286, § 1.]

(b) *Persons with an independent income are not excepted.* — Possession on the part of any person of money, property or income sufficient to support himself and those regularly dependent upon him shall not be a defence to any prosecution under this act. [Gen. Acts, 1918, c. 286, § 2.]

(c) *Unemployed to register; director of the bureau of statistics to find employment for such registrants.* — Any person subject to the provisions of this act shall notify the director of the bureau of statistics, or any agent designated by him, as hereinafter provided, of the inability of any such person to obtain employment, and thereupon it shall be the duty of said director and of all such agents to register forthwith the name of such person, together with his address, age, and any other information which the director may deem necessary, and to furnish each registrant with a certificate of registration. The director of the bureau of statistics shall thereupon assign, or cause to be assigned, and, if necessary, reassign or cause to be reassigned, such person to positions in the employ of any employer willing to accept the services of such person, subject to the provisions of this act, or to a position in the service of the United States, the commonwealth or any county or municipality thereof, subject to the provisions of existing statutes and ordinances, and subject to the approval of the board, commission or responsible head of the department to which such person may so be assigned: *provided, however*, that in assigning any one to work, the said director or his agents shall take into consideration the age, and any physical or other disability which may

<sup>1</sup> To take effect, as amended, on February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

<sup>2</sup> Such proclamation was issued on June 12, 1918, and the act went into operation on July 12, 1918, and continued in operation until November 20, 1918.

make the registrant unfitted for certain kinds of work; and *provided, further*, that no such person shall be required to work a greater number of hours per day than usually constitutes a day's work in the occupation or employment in which such person is required to engage. [*Gen. Acts, 1918, c. 286, § 3.*]

(d) *Registrants to report weekly until employed.* — It shall be the duty of every person who receives a certificate as aforesaid and is not at work, to report in person once a week at the office at which he was registered until he becomes employed, and at any time thereafter when he is not employed. The date upon which he so reports shall be marked upon the certificate and the certificate shall not be good if it shows upon its face that more than one week has elapsed without the employment of the holder of the certificate and without an endorsement showing that he had reported as aforesaid. [*Gen. Acts, 1918, c. 286, § 4.*]

(e) *Such persons to receive the prevailing rates of wages.* — All persons required to work under this act shall receive compensation of not less than the prevailing wage or salary paid to others engaged in the same kind of work in the community to which they are assigned. If any such person is assigned to work for any department, board or commission of the commonwealth, his compensation shall be paid to him by such department, board or commission out of the appropriation made for it by the general court. If any such person is assigned to work for any county or for any municipality, or for any private employer, his compensation shall be paid by such county, municipality or private employer. [*Gen. Acts, 1918, c. 286, § 5.*]

(f) *Registration agents to be appointed in cities and towns.* — The director of the bureau of statistics, upon the issue of a proclamation as aforesaid, shall designate agents for the registration of the unemployed in the several cities and towns of the commonwealth, and it shall be the patriotic duty of all agents so designated to perform such duties, not inconsistent with the provisions of this act, as may be requested of them by said director, without compensation from the commonwealth, or, if already in the service of the commonwealth or a city or town, to serve in said capacity without extra compensation; and any necessary expense of providing and equipping an office for the use of such agents, approved in writing by the director in each city and town shall not be a charge upon the commonwealth, but if not borne by the voluntary contributions of citizens shall be paid by the city or town. [*Gen. Acts, 1918, c. 286, § 6.*]

(g) *Union conditions and union wages to remain unchanged.* — In establishments where the union shop exists the same shall continue, and the union standards as to wages, hours of labor and other conditions of employment shall be maintained. [*Gen. Acts, 1918, c. 286, § 7.*]

(h) *Police officers to enforce the act.* — After the issuance of the proclamation aforesaid it shall be the duty of the police officers of the commonwealth and of the cities and towns thereof to enforce this act, and they shall seek diligently the names and places of residences of male persons subject to the provisions of this act, between the ages aforesaid, in their respective jurisdictions, not regularly or continuously employed, and any male person found in this state shall be deemed a resident thereof. In any prosecution hereunder, the fact that the accused habitually loiters in idleness in any public or other place, shall, on his failure to produce the certificate required by section three, or the statement required by section eleven, be prima facie evidence of his failure or refusal to comply with provisions of this act, and any officer authorized to serve criminal process in any county may arrest such person without a warrant. [*Gen. Acts, 1918, c. 286, § 8.*]

(i) *Advisory committee to be appointed.* — As soon as may be after issuance of the proclamation aforesaid the governor shall appoint not less than four persons to act as an advisory committee to the director of the bureau of statistics in carrying out the provisions of this act and in the administration of the public employment offices established under the provisions of Acts, 1909, c. 514, and acts in amendment thereof and in addition thereto. The committee so appointed shall serve without compensation during the pleasure of the governor or for such term or terms as he may designate. [*Gen. Acts, 1918, c. 286, § 9.*]

(j) *Appropriations; director may make further rules and regulations.* — For the purpose of carrying out the provisions of this act, the director of the bureau of statistics is authorized to expend such sums, in addition to the amounts already appropriated for the maintenance of the public employment offices for the current year, as the legislature may appropriate; and he may make such rules and regulations, not inconsistent with the provisions of this act, as he may deem necessary to carry out its provisions. [*Gen. Acts, 1918, c. 286, § 10.*]

(k) *Persons to whom the act shall not apply.* — The provisions of this act shall not apply to persons temporarily unemployed by reason of difficulties with their employers, nor to bona fide students during a school or college term, nor to persons fitting themselves to engage in trade or industrial pursuits, if any such person is able to produce from his union, strike committee, proper school or college authority, or other authority designated by the director of the bureau of statistics, a satisfactory statement in writing setting forth the reason for his non-employment; nor shall the provisions of this act apply to persons registered under the provisions of an act of congress "To authorize the president to increase temporarily the military establishment of the United States," approved by the president on May 18, 1917, or of acts in amendment thereof, except under such conditions as may be approved by the adjutant general of Massachusetts. [*Gen. Acts, 1918, c. 286, § 11.*]

## 2. INDUSTRIAL SAFETY.

### GENERAL ACTS.

**197. Provisions for welfare of employees.** — Every person, firm or corporation operating a factory or shop in which machinery is used for any manufacturing or other purpose except for elevators, or for heating or hoisting apparatus, shall at all times keep and maintain, free of expense to the employees, such medical or surgical chest, or both, as shall be required by the state board of labor and industries, and containing plasters, bandages, absorbent cotton, gauze, and all other necessary medicines, instruments and other appliances for the treatment of persons injured or taken ill upon the premises. Every such person, firm or corporation, employing one hundred or more persons, shall, if so required by the state board of labor and industries, provide accommodations, satisfactory to said board, for the treatment of persons injured or taken ill upon the premises, *and also suitable and sanitary facilities for heating or warming food to be consumed by those employees of the factory or shop who so desire.* Every person, firm or corporation carrying on a business in a mercantile establishment in which twenty or more women or minors are employed, shall in the manner aforesaid provide such medical and surgical chest as the state board of labor and industries may require. A person, firm or corporation violating any provision of this section shall be

punished by a fine of not less than five dollars nor more than five hundred dollars for every week during which such violation continues. [*Acts, 1909, c. 514, § 104, as am. by Acts, 1914, c. 557, by Gen. Acts, 1915, c. 216, and by Gen. Acts, 1918, c. 110.*]

### EGRESSES AND PREVENTION OF FIRE.

**236B. Enforcement of statutes relative to explosives and inflammable fluids.**<sup>1</sup> — There shall annually be allowed and paid out of the treasury of the commonwealth, from the first day of December, nineteen hundred and *seventecn*, a sum not exceeding \$3,250, to be expended by the chief of the district police for the employment of expert assistance to aid in the enforcement of the statutes relative to explosives and inflammable fluids and compounds. [*Acts, 1914, c. 421, § 1, as am. by Gen. Acts, 1916, c. 65, § 1, and by Gen. Acts, 1918, c. 275, § 4.*]

### 3. WOMEN AND CHILDREN.<sup>2</sup>

#### SCHOOL ATTENDANCE AND ATTENDANCE OFFICERS.

**389. Maintenance of public evening schools.**<sup>3</sup> — Any town may, and every city or town in which there are issued during the year from September first to August thirty-first certificates authorizing the employment of twenty or more persons who do not possess the educational qualifications enumerated in R. L., c. 44, § 1, as amended, shall maintain *for forty evenings* during the following school year an evening school or schools for the instruction of persons over fourteen years of age in orthography, reading, writing, the English language and grammar, geography, arithmetic, industrial drawing, both free hand and mechanical, the history of the United States, physiology and hygiene and good behavior. Such other subjects may be taught in such schools as the school committee considers expedient. [*R. L., c. 42, § 11, as am. by Acts, 1914, c. 590, and by Gen. Acts, 1918, c. 257, § 179.*]

#### EMPLOYMENT OF WOMEN AND CHILDREN.

**437. Regulating boot-blackening and other street trades.**<sup>3</sup> — Repealed by Gen. Acts, 1918, c. 257, § 263. Re-enacted in new form as follows: — The mayor and aldermen or selectmen may make regulations consistent with the general laws relative to the exercise of the trade of boot-blackening by minors, and to the sale or barter by minors of any goods, wares or merchandise the sale of which is permitted by section fifteen, *and acts in amendment thereof and in addition thereto*, and may prohibit such sales or such trade, or may require a minor to obtain from them a permit therefor to be issued on terms and conditions prescribed in such regulations; provided, that in the case of *girls under the age of eighteen years and of boys under the age of sixteen years* in cities the foregoing powers shall be vested in and exercised by the school committee. No permit issued to a minor under this section, nor badge issued to a minor under Acts, 1913, c. 831, §§ 11–15, inclusive, shall authorize the sale by a minor of any article, other than those enumerated in [R. L., c. 65, § 15], *and acts in amendment thereof and*

<sup>1</sup> For an act relative to the renewal of licenses for the keeping, manufacturing, and sale of explosives and inflammable fluids in Boston, see Sp. Acts, 1918, c. 101.

<sup>2</sup> See also under Industrial Safety and Sanitation. Those acts only which refer specifically to women and children have been included under the above heading. For acts not so limited in scope see Table of Contents.

<sup>3</sup> To become effective, as amended, on February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

*in addition thereto.* A minor who sells such article or exercises such trade without a permit, if one is required, or who violates the conditions of his permit or any provision of said regulations shall be punished by a fine of not more than ten dollars for each offence. Any person who, having a minor under his control, knowingly permits him to violate any provision of this *section*, any person who procures or employs a minor *to commit any such violation*, and any person who, either for himself or as agent of any other person or of any corporation furnishes or sells to a minor any of the articles aforesaid with knowledge that he intends to sell them in violation of this *section*, or after having received written notice *to that effect* from the school committee or any officer *charged with the enforcement of the provisions of this section*, shall be punished by a fine of not more than two hundred dollars or by imprisonment for not more than six months. [Gen. Acts, 1918, c. 257, § 263.]

**449. Regulation of sales by minors.**<sup>1</sup> — Repealed by Gen. Acts, 1918, c. 257, § 264. Re-enacted in new form as follows: — *Any person* who employs a minor in, or who, having the care or custody of a minor, permits him to engage in hawking or peddling without a permit or license, if one is required, *and any person who, either for himself or as agent of any other person or of any corporation, furnishes or sells to such minor any articles with knowledge that such minor intends to sell such articles in violation of the provisions of this chapter, relative to hawkers and peddlers*, shall be punished by a fine of not more than two hundred dollars, *to be equally divided between the commonwealth and the city or town in which the offence is committed*, or by imprisonment for not more than six months. [Gen. Acts, 1918, c. 257, § 264.]

#### HOURS OF LABOR OF WOMEN AND CHILDREN.

**462A. Law regulating hours of employment of women and children to apply to operators of elevators.** — The provisions of Acts, 1909, c. 514, § 48, and of any amendments thereof, and of any law hereafter enacted restricting the hours of women and minors laboring in factories, or workshops, or in mercantile, manufacturing or mechanical establishments shall, unless it is otherwise expressly provided, apply to women and minors operating elevators in any of the aforesaid establishments, or in any building occupied in whole or in part by any such establishment, or in any office building. [Gen. Acts, 1918, c. 147.]

#### MISCELLANEOUS.

**493. Appointment of women as special police officers.** — The mayor or the police commissioner or commissioners, or the board of police of a city, or the selectmen of a town may appoint one or more women as special police officers, who shall have, within the limits of such city or town, all the powers conferred by law upon constables, except in relation to the service of civil process, and all the powers conferred upon the police as watchmen. [Acts, 1914, c. 510, § 1, as am. by Gen. Acts, 1918, c. 168, § 1.]

<sup>1</sup> To become effective February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.



## 4. WAGES.

## GENERAL ACTS.

**497. Weekly payment of wages.** — Every person, firm or corporation engaged in carrying on a hotel or club in a city, or a factory, workshop, manufacturing, mechanical or mercantile establishment, mine, quarry, railroad or street railway, or a telephone, telegraph, express or water company, or in the erection, alteration, repair or removal of any building or structure, or the construction or repair of any railroad, street railway, road, bridge, sewer, gas, water or electric light works, pipes or lines, shall pay weekly each employee engaged in his or its business the wages earned by him to within six days of the date of said payment, but any employee leaving his or her employment, shall be paid in full on the following regular pay day; and any employee discharged from such employment shall be paid in full on the day of his discharge, or in the city of Boston as soon as the provisions of law requiring pay rolls, bills and accounts to be certified shall have been complied with; and the commonwealth, its officers, boards and commissions shall so pay every mechanic, workman and laborer who is employed by it or them, and every person employed by it or them in any penal or charitable institution, and every county and city shall so pay every employee who is engaged in its business the wages or salary earned by him, unless such mechanic, workman, laborer or employee requests in writing to be paid in a different manner; and every town shall so pay each employee in its business if so required by him; but an employee who is absent from his regular place of labor at a time fixed for payment shall be paid thereafter on demand. The provisions of this section shall not apply to an employee of a co-operative corporation or association if he is a stockholder therein unless he requests such corporation to pay him weekly. The public service commission, after a hearing, may exempt any railroad corporation from paying weekly any of its employees if it appears to the board that such employees prefer less frequent payments, and that their interests and the interests of the public will not suffer thereby. No corporation, contractor, person or partnership shall by a special contract with an employee or by any other means exempt himself or itself from the provisions of this and the following section. Whoever violates the provisions of this section shall be punished by a fine of not less than ten nor more than fifty dollars. [*Acts, 1909, c. 514, § 112, as last am. by Gen. Acts, 1915, c. 75, by Gen. Acts, 1916, c. 229, and by Gen. Acts, 1918, c. 87.*]

**499D. Employers prohibited from receiving gratuities given employees for the checking of clothing.** — It shall be unlawful for any person, firm or corporation directly or indirectly to accept or receive any gratuity given to an employee of such person, firm or corporation, for the checking of clothing.

Violation of this act shall be punished by a fine of not less than fifty dollars for each offence. [*Gen. Acts, 1918, c. 149, §§ 1, 2.*]

**502A. Excessive deductions not permitted from wages of employees on account of tardiness.** — There shall not be deducted from the wages of an employee in any factory, workshop, manufacturing, mechanical or mercantile establishment, or from the wages of a mechanic, workman or laborer, on account of the employee's coming late to work, a sum in excess of the proportionate wage which would have been earned during the time actually lost.

Violation of any provision of this act shall be punished by a fine of not more than fifty dollars for each offence. [*Gen. Acts, 1918, c. 192, §§ 1, 2.*]

**506. Certain wage funds exempt from taxation, etc.**<sup>1</sup>—The property of [an association formed for the purpose of providing annuities, pensions or endowments for employees retiring from their employment on account of age, under a system by which the participating employees contribute to the funds of the association a percentage or portion of their salaries or wages as fixed by the by-laws of the association] and the portion of the wages or salary of an employee deducted or to be deducted under [Acts, 1910, c. 559], the right of an employee to an annuity, pension or endowment, and all his rights in the funds of the association, shall be exempt from taxation and from the operation of any law relating to bankruptcy or insolvency, and shall not be liable to attachment by trustee process or be liable to be taken on execution or on any other process legal or equitable to satisfy any debt or liability of the employer or of any member of the association. *No assignment of any right in or to said funds or of any pension, annuity or endowment payable under this act shall be valid, except as provided in [Acts, 1910, c. 559, § 1.] [Acts, 1910, c. 559, § 3, as am. by Gen. Acts, 1918, c. 257, § 136.]*

#### LIENS FOR LABOR.

**517C. Form of notice; and creation of lien by the filing thereof.** — SECTION 3A. Any person who shall subsequent to the date of the original contract, furnish labor or materials, or both labor and materials, or perform labor under a written contract with a contractor, or with a sub-contractor of such contractor, may file in the registry of deeds for the county or district wherein such land lies, a notice of his contract substantially in the following form:—

Notice is hereby given that by virtue of a written contract dated.....  
 .....between.....contractor (or sub-contractor) and.....  
 .....said.....is to furnish labor or materials, or both labor and  
 materials, or perform labor in the erection, alteration, repair or removal of a building  
 or structure by.....contractor, for.....owner, on  
 a lot of land described as follows;

Said contract is to be completed on or before.....191....

A notice of any extension of such contract, stating the date to which it is extended, shall also be filed or recorded in the registry prior to the date stated in the notice of a contract for the completion thereof.

Upon filing of a notice, as hereinbefore provided, and giving actual notice to the owner of the filing of such notice, the sub-contractor shall have a lien to secure the payment of all labor and material which he shall thereafter furnish, upon the building or structure, and upon the interests of the owner, as appears of record at the time of filing said notice, in the lot of land on which said building or structure is situated. But such lien shall in no event exceed the amount due or to become due under the original contract when notice of the filing of the sub-contract is given by the sub-contractor to the owner; and the time for the performance of the contract of the sub-contractor shall not be extended beyond the time for the performance of the original contract and any extension thereof, if the objection thereto of the owner is filed in the registry of deeds and actual notice of such objection is given by the owner to the sub-contractor within five days after the owner received notice of the filing of the contract

<sup>1</sup> This amendment to become effective February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

as provided in this section. [*Gen. Acts, 1915, c. 292, § 3, as am. by Gen. Acts, 1918, c. 265, § 1.*]

**522. Lien to be dissolved unless a statement is filed.** — Repealed by Gen. Acts, 1918, c. 265, § 3. Re-enacted in new form as follows: —

SECTION 7. The lien provided for by § 2 and the lien provided for by § 3 shall be dissolved unless the contractor, or some person claiming by, through or under him, shall, within thirty days after the date on which the principal contract is to be performed, file in the registry of deeds in the county or district in which the land is situated a statement, signed and sworn to by him, or by some person in his behalf, giving a just and true account of the amount due him, with all just credits, a brief description of the property, and the name of the owner or owners as set forth in the notice of contract. The lien provided for by § 3a [paragraph 517c] shall be dissolved unless the sub-contractor, or some person claiming by, through or under him, shall, within thirty days after the date on which the contract of said sub-contractor is to be performed, file in the registry of deeds in the county or district in which the land is situated a statement, signed and sworn to by him, or by some person in his behalf, giving a just and true account of the amount due him, with all just credits, a brief description of the property, and the name of the owner or owners as set forth in the notice of contract. The lien for labor provided for by § 1 shall be dissolved unless such certificate is filed within the forty days provided in said section. [*Gen. Acts, 1918, c. 265, § 3.*]

**525A. Lien may be dissolved by filing notice to that effect.** — SECTION 8A. The lien of any person may, so far as his interest is concerned, be dissolved by a notice, stating that his lien is dissolved, filed in the registry of deeds where the notice of the contract is filed under which contract the lien is claimed, signed by the party who filed the notice of the contract. [*Gen. Acts, 1915, c. 292, as am. by Gen. Acts, 1918, c. 265, § 2.*]

**542. Attachment prior to filing of statement.** — The rights of an attaching creditor shall not prevail as against the lien for personal labor provided for in [Gen. Acts, 1915, c. 292, § 1], nor against the claim of a lienor where notice or notices of contract have been filed or recorded in the registry of deeds as provided in §§ 2 and 3a prior to the recording of the attachment. [*Gen. Acts, 1915, c. 292, § 10, as am. by Gen. Acts, 1916, c. 306, § 5, and by Gen. Acts, 1918, c. 265, § 4.*]

**542A. Order of validity and disposal of attachments and liens.<sup>1</sup>** — . . . An attachment recorded prior to the recording of the notice of contract shall prevail against a lien, other than for personal labor, to the extent of the value of the buildings and land as they were at the time when the labor was commenced or the materials furnished for which the lien is claimed, and in case of a sale under R. L., c. 197, § 17 the court shall determine, in the manner provided in [c. 197, § 15] what proportion of the proceeds of the sale, as derived from the value of the property at such time, shall be held subject to the attachment. If the attaching creditor recovers judgment the proceeds so held subject to his attachment, or as much thereof as may be necessary, shall be applied upon his execution, and the residue, if any, shall be disposed of in the same manner as if there had been no such attachment. If the interest of the owner of the property is attached after the filing of the notice the proceeds of any sale of the property under said § 17, after discharging all prior liens and claims, shall be applied to satisfy the execution of the attaching creditor, provided the lienor or the officer making the sale has actual notice of the attachment. Several attaching

<sup>1</sup> This amendment to become effective February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

creditors as between themselves shall be paid according to the order of their attachments. [*Gen. Acts, 1915, c. 292, § 10, as am. by Gen. Acts, 1916, c. 306, § 5, and by Gen. Acts, 1918, c. 257, § 444.*]

## 5. WORKMEN'S COMPENSATION.

### GENERAL PROVISIONS.

**594. Compensation to be paid during total incapacity.** — While the incapacity for work resulting from the injury is total, the association shall pay the injured employee a weekly compensation equal to sixty-six and two thirds per cent of his average weekly wages, but not more than fourteen dollars nor less than five dollars a week; and in no case shall the period covered by such compensation be greater than five hundred weeks, nor the amount more than \$4,000. [*Acts, 1911, c. 751, Pt. II, § 9, as am. by Acts, 1914, c. 708, § 4, by Gen. Acts, 1917, c. 249, § 1, and by Gen. Acts, 1918, c. 113.*]

**604. Claims to be in writing; and unintentional inaccuracies therein to be immaterial.** — SECTION 23. The claim for compensation shall be in writing and shall state the time, place, cause and nature of the injury; it shall be signed by the person injured or by a person in his behalf, or, in the event of his death, by his legal representative or by a person in his behalf, or by a person to whom payments may be due under this act or by a person in his behalf, and shall be filed with the industria accident board. *A claim for compensation shall not be held invalid or insufficient by reason of any inaccuracy in stating the time place, cause or nature of the injury, un ess it is shown that it was the intention to mislead and that the association was in fact misled thereby.* The failure to make a claim within the period prescribed by § 15 shall not be a bar to the maintenance of proceedings under this act if it is found that it was occasioned by mistake or other reasonable cause. [*Acts, 1911, c. 751, Pt. II, § 23, as am. by Acts, 1912, c. 571, § 5, and by Gen. Acts, 1918, c. 119.*]

### MASSACHUSETTS EMPLOYEES INSURANCE ASSOCIATION.

**647C. Joint and several policies may be issued by insurance companies.** — Two or more insurance companies authorized to make such insurance in this commonwealth may unite in issuing joint and several workmen's compensation policies, subject to approval by the insurance commissioner as provided in Gen. Acts, 1915, c. 287, in which case the policies may be headed by the names of all the companies assuming the joint and several obligations under the contract. [*Gen. Acts, 1918, c. 216, § 1.*]

### OTHER INSURANCE AGAINST INDUSTRIAL INJURIES.

**675B. Group life insurance policies may be issued.** — (a) *Group life insurance and numerical limits thereof defined.* — Group life insurance is hereby declared to be that form of life insurance covering not less than fifty employees, with or without medical examination, written under a policy issued to the employer, the premium on which is to be paid by the employer or by the employer and employees jointly, and insuring only all of his employees, or all of any class or classes thereof determined by conditions pertaining to the employment, for amounts of insurance based upon some plan which will preclude individual selection, and for the benefit of persons other than

the employer: *provided, however*, that when the premium is to be paid by the employer and employee jointly and the benefits of the policy are offered to all eligible employees, not less than seventy-five per cent of such employees may be so insured; or not less than forty per cent if each employee belonging to the insured group has been medically examined and found to be acceptable for ordinary insurance by an individual policy. [*Gen. Acts, 1918, c. 112, § 1.*]

(b) *Forms of policies to be approved by the insurance commissioner; certain provisions necessary.* — On and after July 1, 1918, no policy of group life insurance shall be issued or delivered in this commonwealth until a copy of the form thereof has been filed at least thirty days with the insurance commissioner, unless before the expiration of said thirty days the said commissioner shall have approved the policy in writing; nor if the said commissioner notifies the company in writing within said thirty days that, in his opinion, the form of the policy does not comply with the laws of this commonwealth, specifying the reasons for his opinion, provided, that this action of the said commissioner shall be subject to review by the supreme judicial court; nor shall any such policy be so issued or delivered unless it contains in substance the following provisions:

1. A provision that the policy shall be incontestable after two years from its date of issue except for non-payment of premiums or violation of the conditions of the policy relating to military or naval service in time of war.

2. A provision that the policy, the application of the employer and the individual applications, if any, of the employees insured shall constitute the entire contract between the parties and that all statements made by the employer or by the individual employees shall, in the absence of fraud, be deemed representations and not warranties, and that no such statement shall be used in defence to a claim under the policy unless it is contained in a written application.

3. A provision for the equitable adjustment of the premium or the amount of insurance payable in the event of a misstatement of the age of an employee.

4. A provision that the company will issue to the employer for delivery to the employee whose life is insured under the policy an individual certificate setting forth a statement as to the insurance protection to which he is entitled and to whom it is payable, together with a provision to the effect that in case of the termination of the employment for any reason whatsoever the employee shall be entitled to have issued to him by the company, without evidence of insurability and upon application made to the company within thirty-one days after such termination and upon the payment of the premium applicable to the class of risk to which he belongs and to the form and amount of the policy at his then attained age, a policy of life insurance in any one of the forms customarily issued by the company, except term insurance, in an amount equal to the amount of his protection under such group insurance policy at the time of such termination.

5. A provision that to the group or class thereof originally insured shall be added from time to time all new employees of the employer eligible to insurance in such group or class.

A policy shall be deemed to contain any such provision in substance when, in the opinion of the insurance commissioner, the provision is stated in terms more favorable to the employer or employee than are herein set forth. [*Gen. Acts, 1918, c. 112, § 2.*]

(c) *Such policies may be issued by foreign companies.* — Policies of group life insur-

ance issued by a company not organized under the laws of this commonwealth may, when issued in this commonwealth, contain any provision which is required by the law of the state, territory or district of the United States in which the company was organized, and policies of group life insurance issued by a company organized under the laws of this commonwealth may, when issued or delivered in any other state, territory, district or country, contain any provision required by the laws of the state, territory, district or country in which the same are issued or delivered. [*Gen. Acts, 1918, c. 112, § 3.*]

(d) *Payments under such policies not subject to attachment, etc.* — No policy of group life insurance, or the proceeds thereof when paid to any employee or employees thereunder, or to their beneficiaries, shall be liable to attachment, trustee process or other process or to be seized, taken, appropriated or applied by any legal or equitable process or operation of law to pay any debt or liabilities of such employee or his beneficiary or any other person who may have a right thereunder either before or after payment; nor shall the proceeds thereof, when not made payable to any beneficiary, constitute a part of the estate of the employee for the payment of his debts. [*Gen. Act, 1918, c. 112, § 4.*]

(e) *Such policies to be exempt from loan provisions; disposal of equity in policies at time of default.* — Group life insurance policies shall be exempt from any loan provision or requirement. Any equity of the insured in a group life insurance policy at the time of default in the payment of a premium, whether that equity exists by reason of the terms of the policy or by statute, shall be applied to purchase extended or paid up insurance for each of the insured at attained age on the basis of the mortality table and rate of interest used in computing the premium for the group. [*Gen. Acts, 1918, c. 112, § 5.*]

(f) *Employer only to be a member of the company.* — Under any group policy issued by a domestic mutual life insurance company, the employer only shall be a member of the company, and entitled to one vote by virtue of such policy at the meetings of the company. [*Gen. Acts, 1918, c. 112, § 6.*]

(g) *Only group life policies issued under this act to be legal.* — Except as provided in this act it shall be unlawful to make a contract of life insurance covering a group in this commonwealth. [*Gen. Acts, 1918; c. 112, § 7.*]

(h) *Certain other provisions not to apply to group life insurance.* — Acts, 1907, c. 576, § 75, and so much of any other act as is inconsistent herewith shall not apply to group life insurance policies. [*Gen. Acts, 1918, c. 112, § 8.*]

**675C. Regular medical examination no longer necessary as requisite to issuance of group life policies.** — SECTION 71. No life insurance company organized under the laws of or doing business in this commonwealth shall enter into any contract of insurance upon lives within this commonwealth without having previously made or caused to be made a prescribed medical examination of the insured by a registered medical practitioner; except that an inspection by a competent person of a group of employees whose lives are to be insured and their environment may be substituted for such medical examination in cases where the insurance is granted under a single policy issued to a given person, firm or corporation, covering simultaneously a group of not less than one hundred lives all in the employ of such person, firm or corporation. *Nor shall medical examination be required for the issuance of contracts based upon the continuance of life, such as annuities or pure endowments, whether or not they embody an agreement to refund upon the death of the holder to his estate or to a specified*

payee any sum not exceeding the premium or premiums paid thereon. Any insurance company violating the provisions of this section, or any officer, agent or other person soliciting or effecting, or attempting to effect, a contract of insurance contrary to the provisions hereof, shall be punished by a fine of not more than one hundred dollars for each offence. [Acts, 1907, c. 576, § 71, as am. by Gen. Acts, 1916, c. 12, and by Gen. Acts, 1918, c. 35.]

#### COMPENSATION FOR INJURIES TO PUBLIC EMPLOYEES.

**694A. Compensation for certain persons employed on bridges between Boston and Cambridge.** — Laborers, workmen, mechanics, drawtenders and assistant drawtenders employed in the management and maintenance of the bridges between the cities of Boston and Cambridge shall be entitled to the compensation provided for by Acts, 1913, c. 807, and acts in amendment thereof, for injuries received in the course of and arising out of their employment. The said compensation shall be paid in the manner specified in Acts, 1898, c. 467, § 14 and any amendment thereof for the maintenance, policing, support, management and repair of the said bridges.

The commission in charge of the said bridges shall designate a person to act as its agent in furnishing the benefits provided for by this act in accordance with the provisions of Gen. Acts, 1915, c. 244.<sup>1</sup> [Gen. Acts, 1918, c. 125, §§ 1, 2.]

### 6. PENSION AND RETIREMENT SYSTEMS.

#### EMPLOYEES OF THE COMMONWEALTH (GENERAL ACT).

**698. Employees not affected by the retirement system.**<sup>2</sup> — (3) No officer elected by popular vote may become a member of the association, nor any employee who is or will be entitled to a *non-contributory* pension from the commonwealth; *but if such employee leaves a position for which such a pension is provided, before becoming entitled thereto, and takes a position to which this act applies, he shall thereupon become a member of the association.*

[Acts 1911, c. 532, § 3, as am. by Acts, 1912, c. 363, § 2, and by Gen. Acts, 1918, c. 257, § 101.]

**699. Employees who may be retired.**<sup>2</sup> — . . . (4) Any member who reaches the age of sixty years and has been in the continuous service of the commonwealth for a period of fifteen years immediately preceding may retire or be retired by the board of retirement upon recommendation of the head of the department in which he is employed, or, *in case of members appointed by the governor upon recommendation of the governor and council*, and any member who reaches the age of seventy must so retire. [Acts, 1911, c. 532, § 3, as am. by Acts, 1912, c. 363, § 2, and by Gen. Acts, 1918, c. 257, § 102.]

**SECTION 1.** Any employee of the commonwealth subject to and affected by Acts, 1911, c. 532 and amendments thereof may, after fifteen years of continuous service, be retired for permanent disability at a yearly rate of not more than one half of his

<sup>1</sup> For the text of this act, see Labor Bulletin, No. 122, paragraph 683A.

<sup>2</sup> This amendment is to take effect February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

salary, based on the average *annual rate of salary* received during the last ten years of service: *provided, however*, that the minimum amount be not less than two hundred dollars and that the tables now in use by the board of retirement be used in determining the amount to be paid, and the board of retirement may call upon the *chief surgeon of the land forces of the commonwealth, or, if he is absent or unable to act, may employ a physician* to assist it in determining the degree of disability. The decision of the board of retirement shall be final. [Acts, 1914, c. 419, as am. by Gen. Acts, 1918, c. 257, § 110.]

#### BOARD OF RETIREMENT.

**700. Organization, etc.** — *State treasurer to have charge of funds.*<sup>1</sup> — (3) Subject to the approval of the board of retirement, the treasurer and receiver general shall have charge and control of the funds of the system and any and all unappropriated income thereof, and shall invest and reinvest the same when not required for current disbursements, in accordance with Gen. Acts, 1916, c. 192. [Acts, 1911, c. 532, § 4, as am. by Acts, 1912, c. 363, § 3, and by Gen. Acts, 1918, c. 257, § 103.]

#### CREATION OF THE RETIREMENT FUND.

##### 701. Retirement funds.<sup>1</sup> — . . .

##### (2) Annuity and Pension Fund.

*B. Contributions of the commonwealth.* — . . . (b) Each year the commonwealth shall contribute such amount as is necessary to guarantee regular interest and make good any deficiency in the annuity fund, as of the preceding thirty-first day of December. [Acts, 1911, c. 532, § 5, as am. by Gen. Acts, 1918, c. 257, § 104.]

#### DISTRIBUTION OF FUNDS.

**702. Administering the funds.** — The state treasurer shall administer the funds of the pension system in accordance with the following plan: —

##### (2) Annuity and Pension Funds.

*B. Annuities from employees' deposits.*<sup>1</sup> — . . . (b) A life annuity, payable monthly, with the provision that in the event of the death of the annuitant before receiving payments equal to the sum, at the date of his retirement, of his deposits under section five, (2) A, with such interest as shall have been earned thereon, the difference shall be paid to his legal representatives, *provided that this form of annuity shall not be paid unless the amount of his accumulations will provide an annuity of one hundred dollars or more.* [Acts, 1911, c. 532, § 6, and by Gen. Acts, 1918, c. 257, § 105.]

*C. Pensions derived from contributions by the commonwealth.*<sup>1</sup> — (a) Pensions based upon subsequent service. Any member entitled to an annuity under paragraph (2) B of this section shall receive in addition thereto a pension for life payable monthly equivalent to that annuity to which he would be entitled if his annuity were figured under (2) B (a) of this section, to be paid out of the fund contributed by the commonwealth under the provisions of section five, (2) B (a). *For the purpose of computing the pen-*

<sup>1</sup> This amendment is to become effective February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.



sion for subsequent service of any member who has left a position in the service of the commonwealth for which a non-contributory pension is provided to take a position subject to this act, he shall be credited with regular accumulated contributions to the annuity fund during his period of service in said former position since June 1, 1912. [Acts 1911, c. 532, § 6, ¶ (2) C (a), and by Gen Acts, 1918, c. 257, § 106.]

(b) [paragraph 4.] . . . If the accumulated contributions of any employee retired under the provisions of this act exceed the amount required to provide an annuity equal to one fourth of the average *annual rate of*<sup>1</sup> wages or salary of such employee during the last ten years prior to his retirement, the excess above that amount shall be paid to such employee in a lump sum with the first monthly payment on the account of his retiring allowance. [Acts, 1911, c. 532, § 6, ¶ (2) C (b), as am. by Acts, 1912, c. 363, § 4, and by Gen. Acts, 1918, c. 257, § 107.]

E. *Minimum and maximum payments.*—In no case shall the total monthly payment to a member be at a rate less than two hundred dollars per year, or at a rate more than one half the average *annual rate of salary or wages of such member* during the ten years prior to his retirement.<sup>1</sup> [Acts, 1911, c. 532, § 6, as am. by Gen. Acts, 1918, c. 257, § 108.]

**705. Proceeding in cases of violation of law.**<sup>1</sup>—If, in the judgment of the insurance commissioner, the commonwealth or the board of retirement has violated or neglected to comply with any of the provisions of this act, or of the rules and regulations established by the board of retirement hereunder, he shall give notice thereof to the governor of the commonwealth and to the board of retirement, and thereafter if such violation or neglect *on the part of the board of retirement* continues shall forthwith present the facts to the attorney-general for his action. [Acts, 1911, c. 532, § 9, as am. by Gen. Acts, 1918, c. 257, § 109.]

**705A. Payment of amounts due to estates of deceased members under various acts regulated.**<sup>1</sup>—Should there be due to the estate of a deceased member of any of the several retirement associations established by Acts, 1910, c. 619, by Acts, 1911, c. 532, and c. 634, and by Acts, 1913, c. 832, any sum of money payable from the funds of the association, the same shall be paid to his executor or administrator appointed within three months after the death of such deceased member; but if there is no executor or administrator, said sum may, in the discretion of the respective retirement board, not exceeding one hundred dollars in any one case, be paid to the person or persons appearing in the judgment of said board to be entitled thereto, and such payment shall be a bar to recovery by any other person. [Gen. Acts, 1918, c. 257, § 134.]

#### RETIREMENT SYSTEM FOR PUBLIC SCHOOL TEACHERS.<sup>2</sup>

**707D. Creation of funds.**<sup>1</sup>— . . . (2) The annuity fund shall consist of assessments paid by members of the retirement association, and interest derived from investments of the annuity fund. Each member of the retirement association shall pay into the annuity fund, by deduction from his salary in the manner provided in section nine, paragraph five, of this act, such assessments upon his salary as may be determined by the retirement board. The rate of assessment shall be established by the

<sup>1</sup> This amendment is to become effective February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

<sup>2</sup> See Acts, 1913, c. 832.

retirement board on the first day of July of each year after a prior notice of at least three months, and shall at any given time be uniform for all members of the retirement association, and shall not be less than three per cent nor more than seven per cent of the member's salary: *provided, however*, that when the total sum of assessments on the salary of any member at the rate established by the retirement board would amount to more than one hundred dollars or less than thirty-five dollars for a *full* school year, such member shall in lieu of assessments at the regular rate be assessed *at the rate of* one hundred dollars a year or thirty-five dollars a year as the case may be, payable in equal instalments to be assessed for the number of months during which the schools of the community in which such member is employed are commonly in session. Any member of the retirement association who shall for thirty years have paid regular assessments to the annuity fund as provided herein, shall be exempt from further assessments; but such member may thereafter, if he so elects, continue to pay his assessments to the fund. No member, *however*, shall pay further assessments after the total sum of assessments paid by him shall at any time have amounted, with regular interest, to a sum sufficient to purchase an annuity of five hundred dollars at age sixty; and interest thereafter accruing shall be paid to the member at the time of his retirement.

[Acts, 1913, c. 832, § 5, as am. by Gen. Acts, 1918, c. 257, §§ 111, 112.]

**707E. Payment of retirement allowances.**<sup>1</sup> — (1) Any member of the retirement association may retire from service in the public schools on attaining the age of sixty years, or at any time thereafter. *If in the opinion of the employing school committee any member of the retirement association who has attained said age is incapable of rendering satisfactory service as a teacher he may with the approval of the retirement board be retired by such committee.*

(4) Any member of the retirement association receiving payments of an annuity as provided in paragraph (3) of this section, if not rendered ineligible therefor by section twelve of this act, shall receive with each quarterly payment of his annuity an amount from the pension fund as directed by the retirement board *equal to the quarterly annuity payment to which he would be entitled if his annuity were figured under the provisions of paragraph (3) (a) of this section.*

(5) Any teacher who shall have become a member of the retirement association under paragraph (2) of section three, and who shall have served fifteen years or more in the public schools of the commonwealth, not less than five of which shall immediately precede retirement, on retiring as provided in paragraphs (1) and (2) of this section, shall be entitled to receive a retirement allowance as follows: — (a) such annuity and pension as may be due under paragraphs (3) and (4) of this section; (b) an additional pension to such an amount that the sum of this additional pension and the pension provided in paragraph (4) of this section shall equal the pension to which he would have been entitled under this act if he had paid thirty assessments on his average yearly *rate of salary* for the fifteen years of *public school service* preceding his retirement, at the *rate of assessment* in effect at the time of his retirement, and *his account had been annually credited with interest at the rate of three per cent per annum*; *provided*, that if his term of service in the commonwealth shall have been over thirty

<sup>1</sup> These amendments are to become effective February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

years, the thirty assessments *with interest as provided above shall, subject to the limitation contained in the last sentence of paragraph (2) of section five, be credited with interest at the rate of three per cent compounded annually for each year of service in excess of thirty, and provided, further, that the minimum pension shall be of such an amount that the annual pension, plus the annual amount which would have been paid from the annuity fund if the member had chosen an annuity computed under paragraph (3) (a) of this section, shall be three hundred dollars.* Subject to the approval of the board, periods of leave of absence or sickness shall not be considered as breaking the five years of service immediately preceding retirement required under this paragraph, but such periods of absence or sickness shall not be counted as service. If a member is at any time eligible to retire and receive a pension computed under this paragraph, he shall receive upon retirement a pension computed hereunder without the necessity of five years of continuous service preceding retirement. [Acts, 1913, c. 832, § 6, as am. by Gen. Acts, 1916, c. 257, § 2, and by Gen. Acts, 1918, c. 257, §§ 113, 114, 115.]

**707FF. Action to be taken for violations of the act upon notice given by the insurance commissioner.**<sup>1</sup> — SECTION 13A. If, in the judgment of the insurance commissioner, the commonwealth or the board of retirement has violated or neglected to comply with any of the provisions of this act, or the rules and regulations established by the board hereunder, he shall give notice thereof to the governor and to the board, and thereafter, if such violation or neglect on the part of the board continues, shall forthwith present the facts to the attorney-general for his action. [Gen. Acts, 1918, c. 257, § 116.]

#### COUNTIES.<sup>2</sup>

**712. Organization of the retirement association.**<sup>1</sup> — (1) . . . All employees of the county, on the date when the retirement system is declared established by the issue of the certificate, as provided in section two, may become members of the association. On the expiration of thirty days after said date every such employee shall be considered to have elected to become, and shall thereby become, a member, unless he shall have, within that period, sent notice in writing to the *county commissioners or officers performing their duties*, that he does not wish to join the association.

[Acts, 1911, c. 634, § 3, as am. by Gen. Acts, 1918, c. 257, § 117.]

**714B. Interest payments under retirement system for county employees.** — A. *Refunds.* — (a) Should a member of the association cease to be an employee of the county for any cause other than death, before becoming entitled to a pension, there shall be refunded to him all the money that has been paid in by him under section five, (2) A, with *such interest as shall have been earned thereon.* [Acts, 1911, c. 634, § 6, as am. by Gen. Acts, 1918, c. 104, § 1.]

B. *Annuities from employees' deposits.* — Any member who reaches the age of sixty years and has been in the continuous service of the county for fifteen years immediately preceding, and then or thereafter retires or is retired, any member who retires or is retired at the age of seventy years, and any member who is retired for the good of the service under the provisions of section three, (5), shall receive an

<sup>1</sup> To become effective February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

<sup>2</sup> For complete text of the Act authorizing the counties of the Commonwealth to establish retirement systems for their employees, see Acts, 1911, c. 634, and amendments thereto.

annuity to which the sum of his deposits under section five, (2), with *such interest as shall have been earned on such deposits*, shall entitle him, according to the tables adopted by the board of retirement, in one of the following forms: — (a) A life annuity, payable monthly.

(b) A life annuity, payable monthly, with the provision that in the event of the death of the annuitant before receiving payments equal to the sum at the date of his retirement of his deposits under section five, (2) A, with *such interest as shall have been earned on such deposits*,<sup>1</sup> the difference shall be paid to his legal representatives, *provided that this form of annuity shall not be paid unless the amount of his accumulations will provide an annuity of one hundred dollars.*<sup>1</sup> [Acts, 1911, c. 634, § 6, as am. by Gen. Acts, 1918, c. 104, § 2, and by Gen. Acts, 1918, c. 257, § 121.]

**714C. "Annuity" further defined.**<sup>1</sup> — (a) Pensions based upon subsequent service. Any member entitled to an annuity under paragraph (2) B of this section shall receive in addition thereto a pension for life payable monthly equivalent to that annuity to which he would be entitled if his annuity were figured under (2) B (a) of this section, to be paid out of the fund contributed by the county under the provisions of section five, (2) B (a). [Acts, 1911, c. 634, § 6, ¶ (2) C (a), as am. by Gen. Acts, 1918, c. 257, § 122.]

**714D. Accumulated contributions when payable in a gross sum.**<sup>1</sup> — If the accumulated contributions of any employee retired under the provisions of this act exceed the amount required to provide an annuity equal to one fourth of the average annual rate of wages or salary of such employee during the last ten years prior to his retirement, the excess above that amount shall be paid to such employee in a gross sum with the first monthly payment on the account of his retiring allowance. [Acts, 1911, c. 634, § 6, ¶ (2) C (b), as am. by Acts, 1913, c. 817, § 3, and by Gen. Acts, 1918, c. 257, § 123.]

**714E. Computation of maximum and minimum payments.**<sup>1</sup> — E. *Minimum and Maximum Payments.* — In no case shall the total monthly payment to a member be at a rate less than two hundred dollars per year, or at a rate more than one half the average annual rate of wages or salary of such member during the ten years prior to his retirement. [Acts, 1911, c. 634, § 6, ¶ (2) E, as am. by Gen. Acts, 1918, c. 257, § 124.]

**714F. Prosecutions for violations of the act provided for.**<sup>1</sup> — If, in the judgment of the insurance commissioner, the county or the board of retirement has violated, or neglected to comply with, any provision of this act, or any rule or regulation established by the board of retirement hereunder, he shall give notice thereof to the county commissioners and to the board of retirement, and thereafter if such violation or neglect continues shall forthwith present the facts to the attorney-general for his action. [Acts, 1911, c. 634, § 9, as am. by Gen. Acts, 1918, c. 257, § 125.]

**715A. Qualifications and terms of service of members of the board.**<sup>1</sup> — (1) The management of the retirement system is hereby vested in the board of retirement, consisting of three members, one of whom shall be the county treasurer; the second member shall be a member of the association elected by the latter within sixty days after the date when the retirement system is declared established by the issue of the certificate provided for by section two, in a manner to be determined by the county commissioners; the third member shall be chosen by the other two members. In

<sup>1</sup> Amendment to take effect February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

case of the failure of the latter to choose the third member within thirty days after the election of the second member, the chairman of the county commissioners shall appoint such third member. *The initial terms of the second and third members shall be two years, thereafter their terms shall be three years.* On a vacancy occurring in the board for any cause or on the expiration of the term of office of any member, a successor of the person whose place has become vacant or whose term has expired shall be chosen in the same manner as was his predecessor. [*Acts, 1911, c. 634, § 4, ¶ (1), as am. by Gen. Acts, 1918, c. 257, § 118.*]

**717A. The counties to make expenditures from the appropriations.<sup>1</sup> —**

(1) *Expense and contingent fund.* — The county shall annually expend, from the amount appropriated therefor by the general court, such sum as may be necessary to defray the whole expense of administration, according to estimates prepared by the county treasurer and by him submitted to the county commissioners, who shall include the same in their estimates required by R. L., c. 21, § 27, and acts in amendment thereof. [*Acts, 1911, c. 634, § 5, ¶ (1), as am. by Gen. Acts, 1918, c. 257, § 119.*]

**717B. Contributions by the county regulated.<sup>1</sup> —** (b) Each year the county shall contribute *such amount as is necessary to guarantee regular interest and make good any deficiency in the annuity fund, as of the preceding thirty-first day of December.* [*Acts, 1911, c. 634, § 5.*]

(2) B (b), *as am. by Gen. Acts, 1918, c. 257, § 120.*]

**718. Pensioners not to be paid for services other than jury duty.<sup>1</sup> —** No person, while receiving a pension or an annuity *from the commonwealth*, or from any county, city or town, except teachers who *on March 31, 1916*, were receiving annuities not exceeding \$180 per annum, shall, after the date of the first payment of such annuity or pension, be paid for any service, except jury service, rendered to *the commonwealth*, county, city or town, *from whose treasury said pension or annuity is payable.* [*Acts, 1913, c. 657, as am. by Gen. Acts, 1916, c. 88, and by Gen. Acts, 1918, c. 257, § 135.*]

**719B. Pensions for scrubwomen in the employ of Suffolk County. —** Scrubwomen who have been employed continuously for fifteen years by the county of Suffolk and are incapacitated for further service, and scrubwomen who have been so employed and have attained the age of sixty years, shall be entitled to retire with a pension of six dollars a week, payable by said county.

This act shall take effect upon its acceptance by the city council of the city of Boston, with the approval of the mayor. [*Gen. Acts, 1918, c. 172, §§ 1, 2.*]

## CITIES AND TOWNS.<sup>2</sup>

**724. Organization of the retirement association. —** (1) All employees of the city or town, on the date when the retirement system is declared established by the issue of the certificate, as provided in section two, may become members of the association. On the expiration of thirty days from said date every such employee shall be considered to have elected to become, and shall thereby become, a member, unless he shall have, within that period, sent notice in writing to the *city council or board of selectmen* that he does not wish to join the association.<sup>1</sup>

[*Acts, 1910, c. 619, § 3, (1), as am. by Acts, 1911, c. 338, § 3, and by Gen. Acts, 1918, c. 257, § 126.*]

<sup>1</sup> This amendment is to become effective February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

<sup>2</sup> For the complete text of an act authorizing cities or towns to establish a retirement system for their employees, see Acts, 1910, c. 619, and amendments thereto.

**724A. Members of the board of retirement; terms of office.**<sup>1</sup> — (1) The management of the retirement system is hereby vested in the board of retirement, consisting of three members, one of whom shall be the city or town treasurer; the second member shall be a member of the association elected by the latter within sixty days after the date when the retirement system is declared established by the issue of the certificate, as provided by section two, in a manner to be determined by the *city council or board of selectmen*; the third member shall be chosen by the other two members. In case of the failure of the latter to choose the third member within thirty days after the election of the second member, the mayor or the chairman of the board of selectmen shall appoint such third member. *The initial second and third members shall serve for two years; otherwise and thereafter the term of office of the two elected members shall be three years. On a vacancy occurring in the board for any cause or on the expiration of the term of office of any member, a successor of the person whose place has become vacant or whose term has expired shall be chosen in the same manner as was his predecessor.* [Acts, 1910, c. 619, § 4, (1), as am. by Acts, 1911, c. 338, § 4, and by Gen. Acts, 1918, c. 257, § 127.]

**724B. Contributions by cities and towns.** — . . . (2) B (b) *Each year in February the city or town shall contribute such amount as is necessary to guarantee regular interest and make good any deficiency in the annuity fund as of the preceding thirty-first day of January.* . . .<sup>1</sup> [Acts, 1910, c. 619, § 5, as am. by Acts, 1911, c. 338, § 5, and by Gen. Acts, 1918, c. 257, § 128.]

**726A. Annuities from Employees' Deposits.**<sup>1</sup> — . . . (2) B (b) A life annuity, payable monthly, with the provision that in the event of death of the annuitant before receiving payments equal to the sum at the date of his retirement of his deposits under § 5, (2) A, with regular interest, the difference shall be paid to his legal representatives, *provided that this form of annuity shall not be paid unless the amount of his accumulations will provide an annuity of \$100 or more.* [Acts, 1910, c. 619, § 6, ¶ (2) B (b), as am. by Acts, 1911, c. 338, § 6, and by Gen. Acts, 1918, c. 257, § 129.]

**726B. "Annuity" further defined.**<sup>1</sup> — (a) Pensions based upon subsequent service. Any member entitled to an annuity under paragraph (2) B, of this section, shall receive in addition thereto a pension for life payable monthly equivalent to that annuity *to which he would be entitled if his annuity were figured under (2) B (a) of this section, to be paid out of the fund contributed by the city or town under the provisions of section 5, (2) B (a).* [Acts, 1910, c. 619, § 6, ¶ 2 C (a), as am. by Acts, 1911, c. 338, § 6, and by Gen. Acts, 1918, c. 257, § 130.]

**726C. Total monthly payments limited.**<sup>1</sup> — (2) E. *Minimum and maximum payments.* — In no case shall the total monthly payment to a member be at a rate less than two hundred dollars a year, or at a rate more than one half the *average annual rate of wages or salary of the member during the ten years prior to his retirement.* [Acts, 1910, c. 619, § 6, as am. by Acts, 1911, c. 338, § 6, and by Gen. Acts, 1918, c. 257, § 131.]

**726D. Excess accumulated contributions to be paid in a gross sum.**<sup>1</sup> — If the accumulated contributions of any employee retired under the provisions of this act exceed the amount required to provide an annuity equal to one fourth of the average annual rate of wages or salary of such employee during the last ten years prior to his retirement, the excess shall be paid to such employee in a gross sum with the

<sup>1</sup> This amendment is to become effective February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

first monthly payment on the account of his retiring allowance. [*Acts, 1910, c. 619, § 6, as am. by Acts, 1911, c. 338, § 6, and by Gen. Acts, 1918, c. 257, § 132.*]

**726E. Provision for enforcement of the act.**<sup>1</sup>— If, in the judgment of the insurance commissioner, the city or town or the board of retirement has violated or neglected to comply with any of the provisions of this act, or of the rules and regulations established by the board of retirement hereunder, he shall give notice thereof to the *mayor or the chairman of the board of selectmen* and to the board of retirement, and thereafter if such violation or neglect continues, shall forthwith present the facts to the attorney-general for his action. [*Acts, 1910, c. 619, § 9, as am. by Gen. Acts, 1918, c. 257, § 133.*]

**736EE. Pensions for call members of the Arlington fire department.**—

(a) *Powers of selectmen.*— The selectmen of the town of Arlington, upon the recommendation of the engineers of the fire department, shall retire from active service and pension any call member of the said department whom the town physician certifies in writing to be permanently disabled, mentally or physically, from further performing duty as such member, by reason of injuries sustained or illness incurred through no fault of his in the actual performance of duty; and any call member of said department who has performed faithful service therein for not less than twenty-five years, if in the judgment of the board of selectmen such member is disabled for useful service in the department: *provided, however*, that any call member who has performed faithful service for a term of twenty-five years and has attained the age of sixty years shall be retired upon his own request. [*Sp. Acts, 1918, c. 79, § 1.*]

(b) *Amount of pension.*— The said town shall pay to retired call firemen certified by the town physician as disabled under the provisions of section one the same pension payable to retired permanent firemen who performed similar duties. To all others retired under this act, it shall pay pensions equal to one half their annual compensation during their last year of service. All pensions hereunder shall be paid monthly. [*Sp. Acts, 1918, c. 79, § 2.*]

(c) *When act is to take effect.*— This act shall take effect upon its acceptance by the town of Arlington at a meeting called for the purpose by vote of two thirds of the voters present and voting thereon. [*Sp. Acts, 1918, c. 79, § 3.*]

**736J. Disbursements of state aid for the relief of firemen and their dependents.**— (a) *Amount and disposition of the annual appropriation.*— The sum of eighteen thousand dollars may annually be paid from the treasury of the commonwealth for the purpose of furnishing relief to firemen and their dependents, designated in R. L., c. 32, § 73, as am. by Acts, 1903, c. 253, and by Acts, 1911, c. 90, and in § 74 of said chapter 32, as entitled to participate in the benefits of the Firemen's Relief Fund of Massachusetts, heretofore provided by Sp. Acts, 1917, c. 121, § 1. The said sum shall be in substitution for the annual payment to the treasurer of the Massachusetts State Firemen's Association constituting said relief fund, but payments from the treasury on account of said relief shall nevertheless be determined in manner and amount, on properly approved vouchers in the same manner as other claims against the commonwealth, by the board appointed under the provisions of said § 73 of said chapter 32 and amendments thereof, known as the commissioners of the firemen's relief fund, who shall hereafter be known as the Commissioners on Firemen's Relief. Five hundred dollars of the amount hereby authorized may be expended for the travelling and incidental expenses of said board. [*Gen. Acts, 1918, c. 81, § 1.*]

<sup>1</sup> This amendment is to become effective February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

(b) *Acts repealed.* — R. L., c. 32, §§ 71, 72, 75, and 76, Acts, 1906, c. 171, § 2, Sp. Acts, 1917, c. 121, are hereby repealed. [*Gen. Acts, 1918, c. 81, § 2.*]

**737A. Retirement act for policemen of cities.**<sup>1</sup> — (a) *Conditions necessary for retirement.* — The mayor and aldermen of any city, except Boston, which, by vote of its city council, accepts the provisions of this and the following section or has accepted the corresponding provisions of earlier laws, and which contains not less than seventy-five thousand inhabitants according to the latest census, state or national, may retire from active service and place upon a pension roll any member of the police department of such city sixty-five years of age or over who has performed faithful service in said department for not less than fifteen years, or any member of said department whom the city physician of such city certifies in writing to be permanently disabled, mentally or physically, by injuries sustained through no fault of his in the actual performance of duty, from further performing duty as such member, or any member of said department who has performed faithful service therein for not less than twenty years, if, in the judgment of said board, he is disabled for useful service in said department. [*Gen. Acts, 1918, c. 257, § 99.*]

(b) *Amount of such pension.* — The amount of the annual pension allowed to any person under the preceding section shall not exceed one half of the annual compensation received by him at the time of such retirement, if he is retired by reason of injuries received, nor exceed one third of such compensation if he is retired by reason of age or service. Such pensions shall be paid by the city. [*Gen. Acts, 1918, c. 257, § 100.*]

**737B. Retirement act for firemen in cities amended.**<sup>1</sup> — (a) *Classes of firemen included defined.* — The fire commissioner or commissioners, in cities having such an official, and in other cities the board of aldermen or the board or body having the powers of aldermen, in all cases with the approval of the mayor, shall retire from active service and place upon the pension roll any *fireman, call fireman or substitute call fireman* of the city whom the city physician certifies in writing to be permanently disabled, mentally or physically, by injuries sustained or illness incurred through no fault of his in the actual performance of duty, from further performing duty as such member; or any permanent member of said department who has performed faithful service therein for not less than twenty-five years if in the judgment of said board or official such member is disabled for useful service in the department: *provided, however,* that any permanent member of said department who has performed faithful service therein for the term of twenty-five years and has attained the age of sixty years shall be retired upon his own request. [*Acts, 1913, c. 697, § 1, as am. by Gen. Acts, 1918, c. 257, § 97.*]

(b) *Amount of pension; law amended.* — Any permanent member of a fire department retired under the provisions of this act shall receive an annual pension, payable monthly, equal to one half of the annual salary or other compensation payable to him during the last year of his service. The compensation of any *call or substitute call fireman* retired under the provisions of this act shall be the same as that of a permanent member of the first grade of the same department in which he served, or, if there be no grades, his compensation shall be that of a permanent member of the department performing duties like those which he performed. [*Acts, 1913, c. 697, § 2, as am. by Gen. Acts, 1918, c. 257, § 98.*]

<sup>1</sup> This amendment is to become effective February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.



## RETIREMENT SYSTEMS OF CORPORATIONS, FIRMS, AND INDIVIDUALS.

**741. Act for retirement of employees in private employment amended.<sup>1</sup>**

— (a) *Assignment of pension funds thereunder further regulated; exempt also from taxation, etc.* — The property of every such association, and the portion of the wages or salary of an employee deducted or to be deducted under this act, the right of an employee to an annuity, pension or endowment, and all his rights in the funds of the association, shall be exempt from taxation and from the operation of any law relating to bankruptcy or insolvency, and shall not be liable to attachment by trustee process or be liable to be taken on execution or on any other process legal or equitable to satisfy any debt or liability of the employer or of any member of the association. *No assignment of any right in or to said funds or of any pension, annuity or endowment payable under this act shall be valid, except as provided in section one.* [Acts, 1910, c. 559, § 3, as am. by Gen. Acts, 1918, c. 257, § 136.]

## MISCELLANEOUS PROVISIONS.

**744D. Promotion of old age annuities and of voluntary insurance against sickness, old age, and disability.** — *Resolved*, That there be allowed and paid out of the treasury of the commonwealth the sum of five thousand dollars, to be expended under the direction of the trustees of the General Insurance Guaranty Fund, in a manner similar to the work of said trustees in making known the advantages of savings bank life insurance under the provisions of Gen. Acts, 1915, c. 168, for the purpose of further encouraging and promoting old age annuities and the organization of mutual benefit associations among the employees in industrial plants in the commonwealth in order to afford them an opportunity to insure against sickness and disability. The said trustees shall have authority to employ such agents or solicitors as they may deem necessary for the purposes aforesaid, and also such additional clerical assistance as may be necessary from time to time. [Res., 1918, c. 70.]

## 7. SAVINGS BANK INSURANCE.

**758. Insurance restricted to residents of this commonwealth.** — No policy or annuity contract shall be issued, except upon the life and for the benefit of a resident of the commonwealth, *or of a person regularly employed therein*. If the holder of any policy or annuity issued by such a bank becomes a resident of another state or country, it shall be necessary, unless the bank otherwise provides, for such a policy holder or such an annuitant, or his duly authorized representative, or the beneficiary entitled to a claim for loss under such a policy, to make or receive payments at the bank, or by correspondence, without notice from the bank. Should a lapse occur by reason of the failure of any such person to do so seasonably, the liability of the bank, in case of a policy of insurance, shall be only for the amount of its previously acquired paid up insurance value, or on demand, for the stipulated cash surrender value thereof. Upon the presentation of the proof of death of any insured who had so become a resident of another state, the treasurer of the issuing bank may, if he deems it necessary, cause an independent investigation to be made in such other state into the alleged facts, and the expenses thereof may, in the discretion of the treasurer, be deducted from the

<sup>1</sup> This amendment is to become effective February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

amount otherwise payable on the policy. [Acts, 1907, c. 561, § 12, as am. by Gen. Acts, 1918, c. 70.]

**783B. Certain employees to be exempt from medical examination for life insurance; certain other exceptions.** — Amended by Gen. Acts, 1918, c. 35. See paragraph 675C.

## 8. CO-OPERATIVE ASSOCIATIONS.

### CO-OPERATIVE SOCIETIES.

**790A. Use of word "co-operative" restricted.**<sup>1</sup> — No person, partnership, association or corporation, *domestic or foreign*, except co-operative banks, shall hereafter transact business for profit in this commonwealth under any name or title which contains the word "co-operative", unless the net earnings thereof are distributed in a manner permitted for a co-operative corporation by this act or by Acts, 1903, c. 437, § 93. Any person, partnership, association or corporation violating any provision of this section shall forfeit to the commonwealth not more than ten dollars for every day or part thereof during which such violation continues. Such forfeiture may be recovered by an information brought in the supreme judicial court or the superior court by the attorney general, at the relation of the commissioner of corporations. Upon such information the court may issue a temporary or permanent injunction restraining such person, partnership, association or corporation from doing business in the commonwealth, or may issue such injunction restraining the violation of this section, and may make such other orders and decrees as justice and equity may require. [Acts, 1913, c. 447, as am. by Gen. Acts, 1915, c. 118, § 2, and by Gen. Acts, 1918, c. 257, § 362.]

## 9. INDUSTRIAL EDUCATION.

### VOCATIONAL EDUCATION.

**869A. State-aided vocational education extended during the war.** — The restriction imposed by Acts, 1911, c. 471, § 1, ¶ 6, upon evening classes in industrial, agricultural and household art schools, according to which instruction in such classes shall be given only to persons employed during the day in work to which the instruction so given applies, is hereby removed for the period of the present war and one year thereafter, and during that time instruction in such classes may be given to any pupils for whom it would be profitable. [Gen. Acts, 1918, c. 206, § 1.]

**871A. Age limit in vocational schools removed during the present war.** — The restriction imposed by [Acts, 1911, c. 471, § 3], as am. by Gen. Acts, 1917, c. 215, § 5, according to which instruction in certain day or part-time evening classes in industrial, agricultural and household art schools is restricted to persons under twenty-five years of age, shall not apply during the period of the present war or for one year thereafter, and during the said time such instruction may be given to persons not under twenty-five years of age. [Gen. Acts, 1918, c. 206, § 2.]

**871B. Cities may establish schools in various branches of agriculture and horticulture.**<sup>1</sup> — Any city may establish and maintain schools for instructing families and individuals by means of day, part-time or evening classes in gardening, fruit growing, floriculture, poultry keeping, animal husbandry, and other branches of

<sup>1</sup> In effect February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

agriculture and horticulture. The location and organization of the said schools, and the instruction given therein shall be subject to the approval of the board of education. [*Gen. Acts, 1916, c. 185, § 1, as am. by Gen. Acts, 1918, c. 257, § 183.*]

#### TEXTILE SCHOOLS.

**886A. Bradford Durfee Textile School to be transferred to the Commonwealth.**<sup>1</sup> — The trustees of The Bradford Durfee Textile School of Fall River, incorporated under Acts, 1899, c. 299, are hereby authorized to transfer and convey to the commonwealth, as of the first day of July in the current year, all the property, both real and personal, of the said school by instrument duly recorded in the registry of deeds of the county of Bristol, Fall River district; and the commonwealth shall thereafter, in accordance with the conditions of section three of this act, maintain the said school for the purposes stated in the said act of incorporation and in any amendments thereof or additions thereto. [*Gen. Acts, 1918, c. 248, § 1.*]

**886B. New Bedford Textile School to be transferred to the Commonwealth.**<sup>1</sup> — The trustees of the New Bedford Textile School, incorporated under Acts, 1895, c. 475, are hereby authorized to transfer and convey to the commonwealth as of the first day of July in the current year; all the property, both real and personal, of the said school by instrument duly recorded in the registry of deeds of the county of Bristol, southern district; and the commonwealth shall thereafter, in accordance with the conditions of section three of this act, maintain the said school for the purpose stated in the said act of incorporation and in any amendments thereof or additions thereto. [*Gen. Acts, 1918, c. 246, § 1.*]

**886C. Lowell Textile School to be transferred to the Commonwealth.**<sup>1</sup> — The trustees of the Lowell Textile School, incorporated under Acts, 1895, c. 475, are hereby authorized to transfer and convey to the commonwealth, as of the first day of July in the current year, all the property, both real and personal, of the said school by instrument duly recorded in the registry of deeds of the county of Middlesex, northern district; and the commonwealth shall thereafter, in accordance with the conditions of section three of this act, maintain the said school for the purposes stated in the said act of incorporation and in any amendments thereof or additions thereto. [*Gen. Acts, 1918, c. 274, § 1.*]

#### AGRICULTURAL SCHOOLS.<sup>2</sup>

**923A. Smith's Agricultural School in the city of Northampton.** — The city of Northampton is hereby authorized through Smith's Agricultural School and Northampton School of Industries, heretofore established in and by the said city, to carry out the provisions of the will of Oliver Smith, late of Hatfield, relative to the establishment of Smith's Agricultural School, which provisions were duly accepted by vote of the town of Northampton passed October 30, 1847, and to appropriate money for the support and maintenance of the said school, which shall hereafter be called Smith's Agricultural School.

<sup>1</sup> For further provisions relative to the appointment of trustees and the expenditure of such sums as may be necessary to maintain the school, *see*, respectively, §§ 2 and 3 of the same act.

<sup>2</sup> In addition to the acts reprinted in this section, the following resolves should receive mention: A resolve providing for the appointment of a special commission to investigate all educational systems of the Commonwealth and specifically mentioning "textile, agricultural, and all other industrial and vocational schools" (Res., Chap. 88); a resolve providing for the maintenance of and improvements at the market field station at Lexington (Res., Chap. 56); and a resolve providing for certain improvements and equipment at the Massachusetts Agricultural College (Res., Chap. 69).

The city of Northampton shall annually at its city election elect by ballot, as provided in said will, three superintendents who shall have the powers of a local board of trustees as provided in Acts, 1911, c. 471, § 4. The election of superintendents heretofore made is ratified and confirmed.

In computing the net maintenance sum for the said school for purposes of state reimbursement under [Acts, 1911, c. 471, § 9, cl. 1], there shall be added to the sum raised by local taxation the sum annually received by the city of Northampton from the Smith charities and expended for the maintenance of the school. [*Sp. Acts, 1918, c. 151, §§ 1-3.*]

**926E. County aid to agriculture.** — (a) *Appointment of the trustees.* — In each county, except Suffolk and except counties maintaining vocational agricultural schools, the county commissioners shall, on or before October 1, 1918, appoint an unpaid board of nine trustees to be known as trustees for county aid to agriculture, three of whom shall serve for one year, three for two years, and three for three years from the first day of April in the current year, and thereafter, as the term of each trustee expires, or as a vacancy occurs, the county commissioners shall appoint a successor for a term of three years from the first day of April in the year of the appointment, or for the unexpired term. All of said trustees shall be residents of the county in which they are appointed, and four, so far as possible shall be taken from the directors, chosen as hereinafter provided, of such cities or towns as have appropriated funds toward carrying out the provisions of this act. Choice of the aforesaid directors shall be made in such towns at the annual town meeting at which the appropriation is made, or at the next succeeding annual meeting whenever the appropriation is made at a special meeting, and in such cities, by the mayor and aldermen, or body exercising similar powers, not later than fifteen days following the vote authorizing the appropriation. The said directors shall serve for such terms as the appointing authority in cities and the voters in towns shall determine. [*Gen. Acts, 1918, c. 273, § 1.*]

(b) *Appropriations for the purpose; co-operation with other departments.* — The trustees may on behalf of the county, receive and apply to the purposes of this act money appropriated therefor by any county, city or town, or by the federal government, and may control the expenditure thereof either solely or in conjunction with representatives or agents of the commonwealth or of the United States, or of any department, commission, board or institution created under the statutes of the commonwealth or under an act of congress. The trustees may enter into agreements, arrangements or undertakings with any such departments, commissions, boards and institutions, relative to extension work with adults and with boys and girls in agriculture, home-making and country life. [*Gen. Acts, 1918, c. 273, § 2.*]

(c) *Instructors to be appointed.* — The said trustees shall maintain one or more agents or instructors in agriculture, home-making and country life, who shall meet the residents of the county individually and in groups for the purpose of teaching and demonstrating better practice in agriculture and home-making, the benefits to be derived from co-operative efforts, better methods of marketing farm products and the organization of communities to build up country life. [*Gen. Acts, 1918, c. 273, § 3.*]

(d) *Budget of expenses and estimates to be prepared.* — The trustees shall annually prepare a budget, and submit the same to the county commissioners not later than the last Wednesday in December, containing a detailed estimate of all sums required by them for carrying out the purposes of this act during the ensuing year. The county commissioners shall include in their annual estimate of county expenses to be appro-

prorated by the general court and raised by the annual county tax levy such sums as they may deem necessary to meet one half of the requirements of the trustees during said year: provided that county funds shall be paid to the said trustees to the extent only and upon their certificate that a like amount has been received by them from other sources, including funds received under the provisions of section two. [*Gen. Acts, 1918, c. 273, § 4.*]

(e) *Cities and towns may acquire land for purposes of demonstrations in agriculture and home-making.* — Any city or town may in the manner in which land may be acquired for school purposes, acquire, by purchase or otherwise, real estate for the purpose of carrying on, under the direction of the agents or instructors of said trustees, demonstration work in agriculture and home-making, and may, in the manner provided by law for making appropriations for municipal purposes, appropriate money to be expended by said trustees for the purposes of this act, or for the purpose of enabling the trustees to acquire necessary real estate, or for the support of demonstration work, under the direction of the agents or instructors or of the trustees, on land owned by the city or town or by any resident thereof. [*Gen. Acts, 1918, c. 273, § 5.*]

(f) *Act repealed.* — Acts, 1914, c. 707 is hereby repealed. [*Gen. Acts, 1918, c. 273, § 6.*]

**926F. Time for report by special Commission on Agricultural Education extended.** — *Resolved,* That the time within which the special commission, established by Res., 1916, c. 106, to investigate the subject of agricultural education, as conducted at the Massachusetts Agricultural College, and the development of the agricultural resources of the commonwealth is required to make its report be further extended to February 4, 1918. [*Res., 1918, c. 4.*]

**926G. Massachusetts Agricultural College to become a State institution, maintained by the Commonwealth.** — (a) *Dissolution of the former corporation.* — The Massachusetts Agricultural College, incorporated by Acts, 1863, c. 220 and acts in amendment thereof and in addition thereto, is hereby dissolved, and hereafter the college shall be maintained by the commonwealth as a state institution under the name of the Massachusetts Agricultural College. The commonwealth shall settle the affairs of the corporation, and shall be subject to its legal obligations and liable for its lawful debts. [*Gen. Acts, 1918, c. 262, § 1.*]

(b) *Appointment and tenure of office of trustees.* — The present trustees of the said corporation shall be the trustees of the state institution, and shall hold office as such until the expiration of the several terms for which they were appointed, unless sooner removed. The power of appointment of their successors and the power of removal of trustees shall be exercised by the governor with the advice and consent of the council. An appointment to fill a vacancy occurring prior to the expiration of the term of a trustee shall be for the unexpired part of the term, and all other appointments shall be for the term of seven years. The governor, the commissioner of education, the secretary of the state board of agriculture, and the president of the faculty of the college shall be, ex-officio, members of the board of trustees. The number of appointive trustees shall never exceed fourteen. [*Gen. Acts, 1918, c. 262, § 2.*]

(c) *Powers and duties of trustees.* — The powers and duties heretofore conferred and imposed upon the trustees of the Massachusetts Agricultural College, are hereby conferred and imposed upon the trustees of the state institution, the Massachusetts Agricultural College, who shall manage and administer any grant or devise of land, and any gift or bequest of money or other personal property, made to the common-

wealth for the use of said institution, and shall carry out said trusts, and shall invest the proceeds thereof in notes or bonds secured by good and sufficient mortgages or other securities. All property now held by the corporation, the Massachusetts Agricultural College, upon special trusts shall be managed and administered by said trustees in behalf of the commonwealth in accordance with the provisions of such special trusts. [*Gen. Acts, 1918, c. 262, § 3.*]

(d) *Receipts and expenditures.* — All expenditures for the maintenance of the institution shall be authorized by a majority of the trustees, or by a majority of a duly appointed committee of the trustees. Complete records and files of the pay rolls and bills shall be kept in the office of the treasurer. A complete accounting of all receipts and expenditures of the institution from all sources shall be made by the trustees to the governor annually. There shall be a complete audit of the accounts of the institution, including all receipts and expenditures, under the direction of the trustees at least twice a year, and also under the direction of the auditor of the commonwealth, whenever he may deem it proper. Monthly statements of receipts and expenditures shall be rendered by the treasurer to the auditor. The expenditure of special appropriations shall be under the direction and control of the trustees, and shall be accounted for in the same manner as appropriations for maintenance. [*Gen. Acts, 1918, c. 262, § 4.*]

(e) *All employees to be considered state employees.* — All employees of the institution shall be considered state employees, but shall not be subject to the civil service laws and regulations. [*Gen. Acts, 1918, c. 262, § 5.*]

(f) *All other laws affecting the college to remain in force.* — All acts and parts of acts which apply to the present Massachusetts Agricultural College shall continue in force and apply to the Massachusetts Agricultural College hereby created so far as they are not inconsistent with this act. [*Gen. Acts, 1918, c. 262, § 6.*]

#### MISCELLANEOUS.

**933C. Articles produced by the blind to be purchased for public institutions.** — Articles or supplies, other than the products of prison labor, required by any public institution in the commonwealth, shall be purchased by the superintendent or other officer in charge of the institution from the [commission for the blind],<sup>1</sup> provided that the commission has the same for sale, and that they were produced by persons under the supervision of the said commission or produced in industrial schools or workshops under the supervision of the commission. [*Gen. Acts, 1918, c. 141, § 1.*]

**933E. Establishment of a division, as a department of the industrial accident board, for the training of cripples.** — (a) *Cripples to be taught trades.* — There is hereby established, under the direction and control of the industrial accident board, a division for the training and instruction of persons whose capacity to earn a living has in any way been destroyed or impaired through industrial accident: *provided*, that at the time of the accident which incapacitated them they were residents of the commonwealth. The said board shall in its annual report to the general court describe in detail the work of the division, and may from time to time issue bulletins containing information relative thereto. [*Gen. Acts, 1918, c. 231, § 1.*]

(b) *Head of the division to be appointed; other administrative provisions.* — The

<sup>1</sup> Name changed. See *Gen. Acts, 1918, c. 266.*

head of the said division shall be appointed and his salary determined by the industrial accident board, subject to the approval of the governor and council, and he may be removed by the said board. The division shall be furnished with suitable quarters in the state house, and may expend for salaries and other necessary expenses such amount as shall annually be appropriated therefor by the general court. [*Gen. Acts, 1918, c. 231, § 2.*]

(c) *The division to co-operate with the board of education and the U. S. government in training such cripples.* — The said division shall aid persons who are incapacitated as described in section one in obtaining such education, training and employment as will tend to restore their capacity to earn a livelihood. The division may co-operate with the United States government, and in co-operation with the board of education may establish or maintain, or assist in establishing or maintaining, in schools or institutions supported wholly or in part by the commonwealth such courses as it may deem expedient, and otherwise may act in such manner as it may deem necessary to accomplish the purposes of this act. [*Gen. Acts, 1918, c. 231, § 3.*]

**933F. Training and instruction of disabled sailors and soldiers.** — (a) *Board of education to establish a division for the purpose.* — For the purpose of fitting for employment in the industries of the commonwealth, and of making self-supporting and independent of charitable aid soldiers and sailors who have been or may become disabled or diseased in the present war service of the United States or of its allies, and who are residents of the commonwealth at the time of their discharge, or within one year thereafter, and continue to be residents while receiving the benefits of this act, the board of education is hereby directed to establish a division for their training and instruction. [*Gen. Acts, 1918, c. 230, § 1.*]

(b) *Executive head and advisory board to be appointed.* — Said division shall consist of a qualified executive head, appointed by the board of education, and an advisory board. The advisory board shall consist of the commissioner of education, who shall be chairman, the surgeon general, the commissioner of health, the director of the bureau of statistics, the director of mental diseases, the chairman of the industrial accident board, and the supervisor of administration, ex officio, and nine other persons who shall be appointed by the governor, with the advice and consent of the council, and shall serve without compensation. The director of the bureau of statistics shall be the executive secretary of the board. [*Gen. Acts, 1918, c. 230, § 2.*]

(c) *State buildings may be transferred to the division by the governor.* — The governor, with the advice and consent of the council, is hereby authorized to transfer, either wholly or in part, to the board of education, for the use of said division, the use and custody of any state hospital, school or workshop, including its equipment and employees, or any other suitable resources of the commonwealth, for a period not exceeding the duration of the present war and two years after its termination as defined by federal authority. [*Gen. Acts, 1918, c. 230, § 3.*]

(d) *Board of education to provide facilities necessary.* — The board of education, acting through said division, is hereby empowered to make reasonable agreements for the use of available facilities for the purposes of this act, to provide such facilities where they are needed and to employ qualified persons to teach or supervise the soldiers and sailors seeking re-education or training under the provisions of this act. [*Gen. Acts, 1918, c. 230, § 4.*]

(e) *State buildings may be assigned to use of the U. S. government for such purposes.* — The governor, with the advice and consent of the council, may lease to, or permit to

be used by, the United States or any department, bureau or agency thereof, any state hospital, school, workshop and its premises and equipment, or any other suitable resources belonging to the commonwealth for the purpose of enabling the United States to carry on the re-education and rehabilitation in industry of any soldiers and sailors in the service of the United States or of its allies, and may assign to the United States or its agents any agreement or contract entered into by the board of education or by said division for carrying out the purposes of this act, upon such terms and conditions as will fully protect the commonwealth against expense. [*Gen. Acts, 1918, c. 230, § 5.*]

(f) *Appropriations therefor.* — To carry out the provisions of this act, there may be expended from the treasury of the commonwealth such amounts as shall annually be appropriated by the general court, but, during the present fiscal year, not more than ten thousand dollars. [*Gen. Acts, 1918, c. 230, § 6.*]

**934B. Instruction of adult blind at their homes.** — [The commission for the blind]<sup>1</sup> may provide for the instruction of the adult blind at their homes. The commission may expend annually for this purpose *seventy-five hundred dollars* and shall include with its other estimates of needed appropriations a detailed estimate of the proposed expenditures. [*Gen. Acts, 1916, c. 201, § 1, as am. by Gen. Acts, 1918, c. 55, § 1.*]

**938A. Manual training and training in agriculture.** — [Provision is made for changing the minimum period during which instruction in public schools shall be provided from 32 weeks to 160 days in each year, except in certain instances. Subjects prescribed include manual training and training in agriculture. *See Gen. Acts, 1918, c. 257, § 174.*]

## 10. TRADE UNIONS.

(See also under Labor Disputes below.)

**945. Adoption and recording of labels.** — A person may adopt a label, not previously owned or adopted by any other person, and file such label for record, by depositing two copies or facsimiles thereof in the office of the secretary of the commonwealth, one of which copies or facsimiles shall be attached by the secretary of the commonwealth to the certificate of record hereinafter referred to. The applicant shall file with the label a certificate specifying the name of the person so filing such label, his residence, situation or place of business, the kind of merchandise to which such label has been or is intended to be appropriated, and the length of time, if any, during which it has been in use. If such label has not been and is not intended to be used in connection with merchandise, the particular purpose or use for which it has been or is intended shall be stated in the certificate. Such certificate shall be accompanied by a written declaration, verified under oath by the person, or by a member of the firm or by an officer of the association, union or corporation, by which it is filed, that the party so filing such label has a right to use the same, and that no other person has the right to such use, either in the identical form or in any such near resemblance thereto as may be calculated to deceive, and that the copies or facsimiles filed therewith are true. The secretary of the commonwealth shall issue to the person depositing such label a certificate of record, under the seal of the commonwealth, and the secretary shall cause the certificate to be recorded in his office. Such certificate of record,

<sup>1</sup> Name changed. *See Gen. Acts, 1918, c. 266.*



or a certified copy of its record in the office of the secretary of the commonwealth, shall in all suits and prosecutions under the provisions of this [section and R. L., c. 72, §§ 8-14, inclusive], be sufficient proof of the recording of such label and of the existence of the person named in the certificate. The fee for filing the certificate and declaration and issuing the certificate of record shall be two dollars. No label shall be recorded which could reasonably be mistaken for a label already on record. *If a label duly recorded as aforesaid is assigned by an instrument in writing under seal, such assignment may be recorded. Upon the filing of an assignment the secretary of the commonwealth shall issue to the assignee a certificate of registration. The fee for filing the assignment and issuing the certificate of registration shall be two dollars.*<sup>1</sup> [R. L., c. 72, § 7, as am. by Gen. Acts, 1918, c. 257, § 279.]

## 11. LABOR DISPUTES.

### STRIKES AND LOCKOUTS.

**973. Determination of the normality of business after a strike.**<sup>2</sup> — The provisions of this act shall cease to be operative when the state board of conciliation and arbitration shall determine that the business of the employer, in respect to which the strike or other labor trouble occurred, is being carried on in the normal and usual manner and to the normal and usual extent. Upon the application of the employer, this question shall be determined by said board, but only after a full hearing at which all persons involved shall be entitled to be heard and be represented by counsel. The board shall give at least three days' notice of the hearing to the strikers and employees by publication in at least three daily newspapers published in the commonwealth, *and by mailing a copy of said notice, postage prepaid, to the employers and to the accredited representatives of the strikers or workmen interested, when their addresses are known; and in every case the secretary of the board of conciliation and arbitration shall make every reasonable and diligent effort to give notice to said strikers or interested workmen.* [Acts, 1910, c. 445, as am. by Acts, 1914, c. 347, § 5, by Gen. Acts, 1916, c. 89, and by Gen. Acts, 1918, c. 251.]

## 12. LICENSED OCCUPATIONS.<sup>3</sup>

### HAWKERS AND PEDLERS.<sup>4</sup>

**984. Hawkers and pedlers defined.**<sup>1</sup> — *Except as hereinafter expressly provided, the terms "hawker" and "pedler" as used in this chapter shall mean and include any person, either principal or agent, who goes from town to town or from place to place in the same town selling or bartering, or carrying for sale or barter or exposing therefor any goods, wares or merchandise, either on foot, on or from a horse or other animal, or in or from a wagon or other vehicle. Hawkers and pedlers selling or bartering, or carrying for sale or barter or exposing therefor any goods, wares or merchandise,*

<sup>1</sup> In effect February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

<sup>2</sup> Has reference to advertisements and solicitations for employees during strikes, lockouts, or other labor disputes.

<sup>3</sup> For licensing of minors, see under Women and Children.

— <sup>4</sup> By Gen. Acts, 1918, c. 218, § 1, the name of the commissioner of weights and measures, who is in charge of the licensing of hawkers and pedlers, was changed to the Commissioner of Standards.

except as permitted by this chapter, shall forfeit not more than \$200 for each offence, to be equally divided between the commonwealth and the city or town in which the offence is committed.

13a. *The provisions of this chapter relating to hawkers and pedlers shall not apply to wholesalers or jobbers having a permanent place of business in this commonwealth and selling to dealers only, nor to commercial agents or other persons selling by sample, lists, catalogues or otherwise for future delivery, nor to any person who peddles only fish obtained by his own labor or that of his family, fruits, vegetables or other farm products raised or produced by himself or his family, nor to persons or organizations selling certain articles for charitable purposes under Gen. Acts, 1916, c. 188. [R. L., c. 65, § 13, as am. by Gen. Acts, 1916, c. 242, § 1, and by Gen. Acts, 1918, c. 257, § 260.]*

**984A. Transient vendors distinguished by definition from hawkers and pedlers.**<sup>1</sup> — The term “*transient vendor*” for the purposes of this chapter shall mean and include any person, either principal or agent, who engages in a temporary or transient business in this commonwealth, either in one locality or in traveling from place to place selling goods, wares or merchandise, and who, for the purpose of carrying on such business, hires, leases or occupies a *tent, booth, building or structure other than a vehicle*, for the exhibition and sale of such goods, wares or merchandise. [R. L., c. 65, § 1, as am. by Gen. Acts, 1918, c. 257, § 257.]

**984B. Cities and towns may license transient vendors.**<sup>1</sup> — Every *transient vendor*, before making any sales of goods, wares or merchandise in a city or town, shall make application to the mayor and aldermen or selectmen or other board authorized to issue such licenses and, *unless the fee therefor is fixed as hereinafter provided*, shall file with them a true statement, under oath, of the average quantity and value of the stock of goods, wares and merchandise kept or intended to be kept or exposed by him for sale. *Said board* shall submit such statement to the assessors of the city or town, who, *after such examination and inquiry as they deem necessary, shall determine such average quantity and value*, and shall forthwith transmit a certificate thereof to *said board*. Thereupon the board shall authorize the city or town clerk, upon the payment by the applicant of a fee equal to the taxes assessable in said city or town under the last preceding tax levy therein upon an amount of property of the same valuation, to issue to him a license authorizing the sale of such goods, wares and merchandise within the city or town. *They may, however, authorize the issue of such license without the filing of said statement as aforesaid, upon the payment of a license fee fixed by them. Upon payment of such fee, said city or town clerk shall thereupon issue such license, which shall remain in force so long as the licensee shall continuously keep and expose for sale in such city or town such stock of goods, wares or merchandise, but not later than the first day of April following its date. Upon such payment and proof of the payment of all other license fees, if any, chargeable upon local sales, such city or town clerk shall record the state license of such vendor in full, shall endorse thereon “local license fees paid” and shall affix thereto his official signature and the date of such endorsement.* [R. L., c. 65, §§ 5 and 6, as am. by Gen. Acts, 1918, c. 257, § 258.]

**984C. Licenses upon expiration to be surrendered, etc.**<sup>1</sup> — Upon the expiration and return, or surrender *before expiration*, of each state license, the *commissioner of standards* shall cancel the same, endorse the date of return or surrender thereon, and place the same on file. *If a license is lost he may accept in lieu of the return or surrender thereof an affidavit to that effect, which shall be endorsed and filed like a cancelled license.*

He shall hold the special deposit of the licensee for sixty days *after the return or surrender of the license or the filing of such affidavit* and, after satisfying all claims made upon the same under the provisions of the following section *and acts in amendment thereof and in addition thereto*, shall return the surplus, *if any*, to said licensee; *or if said licensee has given a bond in lieu of said deposit, the commissioner shall, after said sixty days and after all claims made under the following section and acts in amendment thereof and in addition thereto have been satisfied or settled, cancel said bond and notify said licensee and the surety or sureties on said bond.* [R. L., c. 65, § 11, as last am. by Gen. Acts, 1917, c. 237, § 3, and by Gen. Acts, 1918, c. 257, § 259.]

**986. Certain articles may be sold by hawkers and pedlers without a license.<sup>1</sup>**

—Hawkers and pedlers may sell without a license books, newspapers, pamphlets, fuel, provisions, yeast, ice, live animals, brooms, agricultural implements, hand tools used in making boots and shoes, gas or electric fixtures and appliances, flowering plants, *all flowers, fruits, nuts and berries that are uncultivated, fish obtained by their own labor or that of their families*, and also fruit, agricultural and other products raised or *produced by them or their families*; provided, that such sales are not made in violation of any city or town ordinance or by-law . . . [R. L., c. 65, § 15, as last am. by Gen. Acts, 1916, c. 48, by Gen. Acts, 1916, c. 242, § 3, and by Gen. Acts, 1918, c. 257, § 261.]

**987. Cities and towns may license hawkers and pedlers.<sup>1</sup>** — . . . Cities and towns may by ordinance or by-law, not inconsistent with the provisions of this chapter, regulate the sale or barter, and the carrying for sale *or barter or exposing therefor*, by hawkers and pedlers, of said articles without the payment of any fee; may *in like manner* require hawkers and pedlers of fish, fruit and vegetables to be licensed, provided, that the license fee does not exceed that prescribed by section nineteen of this chapter, *and acts in amendment thereof and in addition thereto*, for a license embracing the same territorial limits; and also may in like manner affix penalties for the violation of such regulations; ordinances and by-laws. A hawker and pedler of fish, fruit and vegetables, *licensed under this section, need not be licensed under said section nineteen, and amendments.* [R. L., c. 65, § 15, as last am. by Gen. Acts, 1916, c. 48, by Gen. Acts, 1916, c. 242, § 3, and by Gen. Acts, 1918, c. 257, § 261.]

**987A. Keepers of junk shops may be licensed; law amended.<sup>2</sup>** — Cities and towns by ordinance or by by-law may provide for the licensing by the mayor and aldermen of cities, except Boston, and in Boston by the police commissioner, and in towns by the board of selectmen, of suitable persons to be collectors of, dealers in, or keepers of shops for the purpose, sale, or barter of junk, old metals or second-hand articles, *may make rules and regulations relative to their business and may provide for the supervision thereof. Said licensing board or officer may except as otherwise provided in such ordinance or by-law, make additional rules, regulations and restrictions.* Said licenses may be revoked at pleasure and shall be subject to the provisions of §§ 186-189, inclusive, of this chapter. *Nothing herein contained shall alter or repeal any existing ordinances, by-laws, rules, or regulations heretofore adopted in any city or town.* [R. L., c. 102, § 29, as last am. by Acts, 1910, c. 554, § 1, by Gen. Acts, 1917, c. 130, and by Gen. Acts, 1918, c. 291, § 18.]

**988. Hawkers and pedlers must be licensed.<sup>1</sup>** — Articles other than those *the sale of which is licensed, or permitted without a license, under the* [two preceding para-

<sup>1</sup> In effect February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

<sup>2</sup> For further definition of the term "junk dealer", and penalties for violation of the license law, see Gen. Acts, 1918, c. 291, §§ 19 and 20.

graphs], and not prohibited by [R. L., c. 65, § 14], shall not be sold by hawkers or pedlers unless duly licensed as hereinafter provided. [R. L., c. 65, § 16, as last am. by Gen. Acts, 1918, c. 257, § 262.]

**989. Special licenses may be granted.**<sup>1</sup> — *The commissioner of standards may grant a license to go about carrying for sale or barter, exposing therefor and selling or bartering any goods, wares or merchandise, the sale of which is not prohibited by [R. L., c. 65, § 14], to any person who files in his office a certificate signed by the mayor of a city or by a majority of the selectmen of a town, stating that to the best of his or their knowledge and belief the applicant therein named is of good repute as to morals and integrity, and is, or has declared his intention to become, a citizen of the United States. The mayor or selectmen, before granting such certificate, shall require the applicant to make oath that he is the person named therein, and that he is, or has declared his intention to become, a citizen of the United States. The oath shall be certified by a justice of the peace or other officer duly qualified to administer oaths and shall accompany the certificate. The commissioner shall cause to be inserted in every such license the amount of the license fee and the name of the city or town for which it is issued. . . . [R. L., c. 65, § 19, as last am. by Gen. Acts, 1915, c. 253, § 1, by Gen. Acts, 1916, c. 242, § 6, and by Gen. Acts, 1918, c. 257, § 265.]*

**990. Fees for licenses.**<sup>1</sup> — . . . The licensee may go about carrying for sale or barter, exposing therefor and selling or bartering in any city and town mentioned in his license any fish, fruits, vegetables or other goods, wares or merchandise, not prohibited in [R. L., c. 65, § 14], upon payment to the commissioner of the following fees: for each town containing not more than one thousand inhabitants, according to the then latest census, state or national, four dollars; for each town containing more than one thousand and not more than two thousand inhabitants, seven dollars; for each town containing more than two thousand and not more than three thousand inhabitants, nine dollars; for each town containing more than three thousand and not more than four thousand inhabitants, eleven dollars; and for each city and for all other towns, eleven dollars, and one dollar for every one thousand inhabitants thereof over four thousand; but the fee shall in no case exceed twenty-six dollars, and the amount paid shall be certified on the face of the license. The commissioner shall retain one dollar for every city and town named in each of the above described licenses, and shall pay over to the respective cities and towns at least semi-annually the balance of said fees so received. The commissioner may grant, as aforesaid, special state licenses upon payment by the applicant of fifty dollars for each license; and the licensee may go about carrying for sale or barter, exposing therefor and selling or bartering in any city or town in the commonwealth any fish, fruits, vegetables, or other goods, wares or merchandise, the sale of which is not prohibited by statute. [R. L., c. 65, § 19, as last am. by Gen. Acts, 1915, c. 253, § 1, by Gen. Acts, 1916, c. 242, § 6, and by Gen. Acts, 1918, c. 257, § 265.]

**991. Special county licenses.**<sup>1</sup> — *The commissioner of standards may also grant as aforesaid special county licenses for each county mentioned therein; and the licensee may go about carrying for sale or barter, exposing therefor and selling or bartering within such county any goods, wares or merchandise manufactured by himself or by his employer and not prohibited in [R. L., c. 65, § 14], upon paying to the commissioner the amounts following: for Suffolk, Essex, Middlesex and Worcester, each, five dollars; for Norfolk, Plymouth, Bristol, Berkshire and Hampden, each, four dol-*

<sup>1</sup> To take effect, as amended, February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

lars; for Franklin, Hampshire and Barnstable, each, three dollars; and for Dukes County and Nantucket, each, two dollars. The license shall describe the manufactured article or articles to be sold or bartered under it and shall not authorize the sale or barter of any other article by the licensee. The commissioner shall retain one dollar for every county named in each of the above described licenses, and shall pay over to the treasurers of the respective counties at least semi-annually the balance of said fees so received. [*R. L., c. 65, § 20, as am. by Gen. Acts, 1915, c. 253, § 2, by Gen. Acts, 1916, c. 242, § 7, and by Gen. Acts, 1918, c. 257, § 266.*]

**994. Records of licenses.**<sup>1</sup> — *The commissioner of standards shall keep a record of all licenses granted by him, with the number of each, the name and residence of the licensee, and the counties, cities and towns, if any, mentioned therein, and of all transfers of licenses; and all such records shall be open to public inspection. This chapter or a synopsis thereof shall be printed on every license. All licenses granted under the provisions of this chapter relative to hawkers and peddlers shall bear date of the day on which they are issued, and shall continue in force for one year from that date. [R. L., c. 65, § 23, as am. by Gen. Acts, 1915, c. 253, § 4, by Gen. Acts, 1916, c. 242, § 8, and by Gen. Acts, 1918, c. 257, § 267.]*

**998. Counterfeiting of license.**<sup>1</sup> — *Whoever counterfeits or forges a license, or has a counterfeited or forged license in his possession with intent to utter or use the same as true, knowing it to be false or counterfeit, and whoever attempts to sell under a license which has expired or has been revoked or cancelled, or which has not been issued or transferred to him, or has in his possession another's license with intent to use the same, shall be punished by a fine not exceeding \$1,000. [R. L., c. 65, § 27, as am. by Gen. Acts, 1916, c. 242, § 12, and by Gen. Acts, 1918, c. 257, § 268.]*

#### ELECTRICIANS.

**1085C. Forms of licenses.**<sup>1</sup> — (1) Two forms of licenses shall be issued: — The first, hereinafter referred to as "certificate A", shall be known as "master electrician's certificate", the second, hereinafter referred to as "certificate B", shall be known as a "journeyman electrician's certificate."

A "master's certificate" shall be issued to any person, firm or corporation engaged in or about to engage in the business of installing electrical wires, conduits, apparatus, fixtures and other electrical appliances, that shall have qualified under the provisions of this act. A certificate of registration shall be issued specifying the name of the person, firm or corporation so applying, and the name of the person, *who, in the case of a firm shall be one of its members, and in the case of a corporation, shall be one of its officers*, passing said examination, by which he or it shall be authorized to enter upon or engage in business as set forth therein.

The holding of "certificate A" shall not entitle the holder individually to engage in or perform the actual work of installing electric wires, conduits and appliances as previously described in this act, but shall entitle him to conduct business as an employing or master electrician. [*Gen. Acts, 1915, c. 296, § 3, ¶ (1), as am. by Gen. Acts, 1918, c. 257, § 342.*]

**1085I. Penalty for misstatements by applicant.**<sup>1</sup> — Any person applying for a journeyman's license who makes any misstatement as to his experience or other qualifications, or any person, firm or corporation subscribing to or vouching for any

<sup>1</sup> In effect, as amended, February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

such misstatement, shall be liable to the penalties set forth in section *five* of this act. [*Gen. Acts, 1915, c. 296, § 9, as am. by Gen. Acts, 1918, c. 257, § 343.*]

**1085L. Electricians' certificates held by men in military and naval service may be renewed.** — Any master electrician's certificate or journeyman electrician's certificate granted under the provisions of *Gen. Acts, 1915, c. 296* and expiring while the holder thereof is in the military or naval service of the United States shall be renewed without further examination upon the payment of the fee prescribed in said chapter at any time within four months after the discharge of such person from the service. [*Gen. Acts, 1918, c. 213, § 1.*]

#### OTHER LICENSED OCCUPATIONS.

[In addition to the acts relative to the licensing of hawkers and peddlers, transient vendors and electricians, the text of which appears in preceding paragraphs, two acts, the one amending an earlier act providing for the licensing of insurance agents (*Gen. Acts, Chap. 71*), and the other providing for the licensing of lodging house keepers (*Gen. Acts, Chap. 259*), were passed during the legislative session in 1918, but the text of these acts is not reprinted in this bulletin. The text of an act relative to the payment of fees for certified statements issued by the various boards of registration or examination (*Gen. Acts, Chap. 217*) has also been omitted.

In this connection it should be noted that in prior bulletins on the subject of labor legislation the text of the acts relative to the licensing of auctioneers and the registration of physicians, osteopaths, dentists, chiropodists, pharmacists, and others whose compensation is paid principally in the form of fees has not been included.]

### 13. PUBLIC EMPLOYMENT.<sup>1</sup>

#### CIVIL SERVICE LAW.

**1092. Lists of names of successful applicants to be prepared.<sup>2</sup>** — When the results of an examination have been ascertained, the commissioners shall prepare a list of the applicants who have passed the examination, with the standing of each; and, within five days after certification of persons for appointment or employment, *they* shall prepare a list of the persons so certified, which shall be open to public inspection. [*R. L., c. 19, § 15, as am. by Gen. Acts, 1918, c. 257, § 92.*]

**1097. Penalty for unlawful employment of non-citizen.<sup>2</sup>** — Whenever it shall appear that any appointing officer has had due notice of unlawful employment of a non-citizen and that the said appointing officer has continued such employment for ten days after such notice, he shall be subject to a fine of not less than *one hundred* nor more than *one thousand* dollars for each offence. [*Acts, 1914, c. 600, § 5, as am. by Gen. Acts, 1918, c. 257, § 94.*]

**1102Q. Treasurers and stewards in state institutions to be certified in a special manner.** — Appointments of treasurers and stewards in the institutional service of the commonwealth shall not hereafter be made from a civil service list established by examination. Whenever a vacancy occurs in the office of treasurer or steward at any institution the appointing authority shall certify to the civil service commission the name of a person believed to be competent by reason of training and experience

<sup>1</sup> See also under Workmen's Compensation and Pension Systems.

<sup>2</sup> In effect February 1, 1919. See *Gen. Acts, 1918, c. 257, § 478.*

to fill the vacancy, and shall furnish the commission with such information concerning the proposed appointee as the commission may require. The commission shall immediately make a careful inquiry into the qualifications of the proposed appointee under such rules as it may, with the approval of the governor and council, establish, and if it is satisfied that he is a competent person, with the requisite qualifications, it shall notify the appointing authority that the appointment is approved, and upon receipt of such notice the appointment shall take effect, subject to the provisions of law relating to the filing of bonds by the treasurers of institutions. If the commission does not, within thirty days after the appointee is certified to it, notify the appointing authority of its approval, the appointment shall be void. [*Gen. Acts, 1918, c. 239.*]

**1102R. Chief of the Springfield fire department to be under civil service.** — The chief of the fire department of the city of Springfield shall hereafter be subject to the civil service laws and the regulations made thereunder.

This act shall take effect upon its acceptance by a majority of the voters of the city of Springfield voting thereon at the state election in the current year. [*Sp. Acts, 1918, c. 34, §§ 1, 2.*]

**1102S. Chicopee superintendent of streets to be under civil service.** — The civil service laws and regulations shall apply to the superintendent of streets of the city of Chicopee, but no examination shall be required of the present incumbent.

This act shall be submitted to the qualified voters of said city at the next municipal election and shall take effect upon its acceptance by a majority of the voters voting thereon. [*Sp. Acts, 1918, c. 38, §§ 1, 2.*]

**1102T. Chief and certain other engineers of the Brockton fire department to be under civil service.** — The civil service laws and regulations, and all acts now or hereafter in force relating to the appointment and the removal of members of the Brockton fire department, not inconsistent herewith, shall apply to the chief engineer, and to the first and second assistant engineers of said department, but no examination shall be required of the present incumbents.

This act shall be submitted to the voters of said city at the municipal election for the current year, and if accepted by a majority of the voters voting thereon shall thereupon take effect; otherwise it shall not take effect. [*Sp. Acts, 1918, c. 59, §§ 1, 2.*]

**1102U. Wareham chief of police to be under civil service.** — The chief of police of the town of Wareham shall be subject to the civil service laws and to the regulations made thereunder, but no examination shall be required of the present holder of the office. [*Sp. Acts, 1918, c. 99, § 1.*]

**1102V. Hudson chief of police to be under civil service.** — The civil service laws and the regulations made thereunder relating to the appointment and removal of police officers, shall hereafter apply to the chief of police of the town of Hudson; but no examination shall be required of the present holder of the office.

Any vacancy hereafter existing in the office aforesaid shall be filled by the selectmen, subject to the civil service laws, and the regulations made thereunder. [*Sp. Acts, 1918, c. 107, §§ 1, 2.*]

**1102W. Hudson fire chief to be under civil service.** — There is hereby established the office of chief of the fire department of the town of Hudson, to which office the civil service laws and the regulations made thereunder relative to members of the permanent fire forces in towns shall apply. The present chief of the fire engineers in said town may be appointed to said office without civil service examination.

The first appointment to the office hereby established shall be made by the select-

men of the town. Any vacancy hereafter existing therein shall be filled by the engineers of the fire department of the town in accordance with the provisions of section one. [*Sp. Acts, 1918, c. 108, §§ 1 and 2.*]

**1102X. Springfield building commissioner to be under civil service.** — The building commissioner of the city of Springfield shall hereafter be subject to and shall have the benefit of the civil service laws and the rules and regulations made thereunder; but the present holder of the office shall not be required to pass any examination.

This act shall take effect upon its acceptance by the city council of the said city with the approval of the mayor. [*Sp. Acts, 1918, c. 116, §§ 1, 2.*]

**1102Y. Tenure of office of Somerville city clerk.** — The city clerk of Somerville, and his successors in office, shall hold office continuously during good behavior unless incapacitated by physical or mental disability from performing the duties of the office: *provided, however*, that the board of aldermen may, subject to the provisions of law governing the removal of civil service employees, remove any incumbent of said office.

This act shall take effect upon its acceptance by the board of aldermen of the city of Somerville with the approval of the mayor, provided that such acceptance and approval occur before January 1, 1919. [*Sp. Acts, 1918, c. 127, §§ 1, 2.*]

**1102Z. Watertown school attendance officer to be under civil service.** — The civil service laws and the rules and regulations made thereunder shall apply to the attendance officer of the public schools of Watertown.

This act shall be submitted to the voters of said town at the next municipal election, and if accepted by a majority of the voters voting thereon shall thereupon take effect, but not otherwise. [*Sp. Acts, 1918, c. 156, §§ 1, 2.*]

**1111. Removals, etc., in the classified service.** — Every person holding office or employment in the public service of the commonwealth, or in any county, city or town thereof, classified under the civil service rules of the commonwealth, *except as is otherwise provided herein*,<sup>1</sup> shall hold such office or employment and shall not be removed therefrom, lowered in rank or compensation or suspended, or without his consent, transferred from such office or employment to any other except for just cause, and for reasons specifically given him in writing *within twenty-four hours after such removal, suspension, transfer or lowering in rank or compensation*. . . . [*Acts, 1904, c. 314, § 1, as am. by Gen. Acts, 1918, c. 247, § 1.*]

**1112. Notice to be given, etc.** — . . . *If, within three days thereafter*, the person sought to be removed, suspended, lowered or transferred shall so request in writing, he shall be given a public hearing *in not less than three nor more than fourteen days after the filing of the request, by the officer or board whose action affected him, as aforesaid*, and he shall be allowed to answer the charges preferred against him, either personally or by counsel, *and shall be notified, in writing, within three days after the hearing, of the decision of such officer or board*. *In default of such hearing, said person shall forthwith be reinstated*. A copy of said reasons, notice, answer, and decision shall be made a matter of public record in the department. [*Acts, 1904, c. 314, § 2, as last am. by Gen. Acts, 1918, c. 247, § 1.*]

**1113. Removals, etc., in the classified service.** — Every person holding office or employment in the classified civil service, except members of the district police and of the police department of the metropolitan park commission, whether appointed

<sup>1</sup> For Gen. Acts, 1918, c. 247, §§ 2 and 3, see ¶ 1115.



for a definite or stated term, or otherwise, who is removed therefrom, lowered in rank or compensation, or suspended, or, without his consent, transferred from such *position* to any other, may, after a public hearing, as provided for by Acts, 1904, c. 314, § 2, as amended by Acts, 1905, c. 243, and within thirty days after *his removal, suspension, lowering or transfer*, bring a petition in the police, district or municipal court of the judicial district wherein he resides, praying that *the order whereby he was removed, suspended, lowered or transferred* may be reviewed by the court. After such notice to the officer or board which made the order as the court may think necessary, it shall review the action of said officer or board, and hear any witnesses, and shall affirm the order unless it shall appear that it was made by said officer or board without proper cause or in bad faith, in which case the order shall be reversed and the petitioner reinstated in his *position*. The decision of the police, district or municipal court shall be final and conclusive upon the parties.<sup>1</sup> [Acts, 1911, c. 624, § 1, repealed by Gen. Acts, 1918, c. 247, § 4, and re-enacted in new form as Gen. Acts, 1918, c. 257, § 93.]

**1114A. Metropolitan park commission may employ certain reserve police officers.** — The metropolitan park commission is authorized to appoint and employ as a call officer for temporary police duty on reservations and parkways under its control, any member of the reserve police force of any city or town within the metropolitan parks district, or any person on the civil service list of *eligibles* for appointment to any such reserve police force or to the *permanent police force of any such city or town*, provided that the assent of the chief of police of the city or town shall first be obtained for the employment of any member of its reserve police force as herein provided. Employment by the said commission of any such reserve police officer shall not prevent his employment by the city or town in which he resides whenever his services may be required by its chief of police. [Gen. Acts, 1916, c. 56, § 1, as am. by Gen. Acts, 1918, c. 82, § 1.]

**1114C. Commissioner of standards<sup>2</sup> may appoint more inspectors.** — The commissioner may appoint seven inspectors at an annual salary each of not more than fifteen hundred dollars. They shall give bonds for the faithful performance of their duties.

This act shall not be construed to affect the tenure of any inspector of weights and measures. [Gen. Acts, 1918, c. 218, §§ 2, 3.]

**1115. Removals and suspensions of police officers.<sup>3</sup>** — Every police officer now holding or hereafter appointed to an office classified under the civil service rules of the commonwealth, in any city, and whether appointed for a definite or stated term, or otherwise, shall hold such office continuously during good behavior, and shall not be removed therefrom, lowered in rank or compensation, or suspended, or, without his consent, transferred from such office or employment to any other, except for just cause and for reasons specifically given in writing by the removing officer or board *within twenty-four hours after such removal, suspension, transfer or lowering in rank or compensation, and every police officer sought to be so removed, lowered in rank or compensation, suspended or transferred, shall be entitled to a public hearing, the same in all respects*

<sup>1</sup> To take effect February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

<sup>2</sup> Name changed from "Commissioner of Weights and Measures" to "Commissioner of Standards" by Gen. Acts, 1918, c. 218, § 1.

<sup>3</sup> See also Gen. Acts, 1918, c. 247, § 1, [paragraphs 1111 and 1112]. For an act authorizing the Governor to increase temporarily the force of the district police for the more effective protection of persons and property and maintenance of law and order within the commonwealth, see Gen. Acts, 1918, c. 37.

as provided in section one of this act, including notice of decision, reinstatement and record of proceedings. [Acts, 1906, c. 210, § 1, re-enacted as Gen. Acts, 1918, c. 247, § 2.]

Within thirty days after the hearing, provided for in this act the person so removed, transferred or lowered in rank or compensation, or suspended, except members of the police department of the city of Boston, of the police department of the metropolitan park commission and except members of the district police, may bring a petition in the police, district or municipal court within the judicial district where such person resides, addressed to the justice of the court, praying that the action of the officer or board may be reviewed by the court, and after such notice to such officer or board as the court may think necessary, it shall review such action, hear the witnesses, and shall affirm said order unless it shall appear that it was made without proper cause or in bad faith, in which case said order shall be reversed and the petitioner be reinstated in his office without loss of compensation. The decision of the court shall be final and conclusive upon the parties. [Gen. Acts, 1918, c. 247, § 3.]

Acts, 1904, c. 314, as amended by Acts, 1905, c. 243, Acts, 1906, c. 210, Acts, 1911, c. 624, as amended by Acts, 1915, c. 251, are hereby repealed. [Gen. Acts, 1918, c. 247, § 4.]

**1116. District police affected.** — Acts, 1906, c. 210, § 1, as since amended, was repealed by Gen. Acts, 1918, c. 247, § 4, but was re-enacted in new form as found in paragraph 1115.

**1117. To whom applied.** — Acts, 1906, c. 210, § 2 was repealed by Gen. Acts, 1918, c. 247, § 4, but see paragraphs 1111, 1113 and 1115.

**1123A. All appointive offices and positions to be classified, and promotion therein regulated.** — (a) *Classification to be by groups and grades.* — All appointive offices and positions in the government of the commonwealth, except those in the judicial and legislative branches, shall be classified by the supervisor of administration, subject to the approval of the governor and council, in services, groups and grades according to the duties pertaining to each office or position. Such classification shall be established by specifications defining for each grade the titles, duties and responsibilities, and minimum qualifications for entrance and promotion. The titles so designated shall be the official title of positions included therein, and shall be set forth on all pay rolls. The term "group" as used in this act and in said classification shall be construed to include positions in a separate profession, vocation, occupation or trade involving a distinctive line of work which requires special education, training or experience. The term "grade" shall be construed to mean a subdivision of a group, and to include all positions with substantially identical authority, duties and responsibility as distinct from all other grades in that group. The term "advancement" shall be construed to mean an increase from one salary rate to another salary rate within a grade. The term "promotion" shall be construed to mean a change from the duties of one grade to the duties of a higher grade, and shall involve a change in salary to the rates of the higher grade. [Gen. Acts, 1918, c. 228, § 1.]

(b) *Supervisor of administration to make rules and regulations.* — The supervisor of administration shall have authority to make rules and regulations, subject to the approval of the governor and council, providing for the application and administration of the classification and the specifications established under the provisions of this act. [Gen. Acts, 1918, c. 228, § 2.]

(c) *Method of increasing salaries provided.* — No salary attached to an office or position classified in accordance with the provisions of this act shall be increased by

a department head unless an appropriation sufficient to cover such increase has been granted by the general court in pursuance of a specific recommendation in the estimates filed as required by law. No increase in salary granted in accordance with Gen. Acts, 1916, c. 2, shall take effect prior to June first of the year when it is approved as therein provided. [*Gen. Acts, 1918, c. 228, § 3.*]

(d) *Duties to be prescribed for the respective grades.* — Incumbents of positions classified in accordance with the provisions of this act shall perform, so far as is practicable, the duties prescribed for the respective grades, but nothing in this act shall be construed to limit or restrict administrative authorities in exercising supervision of, or control over, or in assigning related, incidental or emergency duties to, their employees. [*Gen. Acts, 1918, c. 228, § 4.*]

(e) *Certain words defined.* — For the purposes of the classification authorized by this act the words laborers, workmen and mechanics shall have the same meaning as in Acts, 1911, c. 494, and the amendments thereof, and nothing contained herein shall be construed as placing employees of the commonwealth outside the civil service laws, rules and regulations, nor shall the classification aforesaid take precedence over any rulings of the board of boiler rules, of the boiler inspection department of the district police, or of the state examiners of electricians at present in force, regarding the construction, care and operation of boilers, engines and other apparatus which may be under the charge of such laborers, workmen and mechanics. [*Gen. Acts, 1918, c. 228, § 5.*]

(f) *Certain acts governing increase of salaries not affected; appeal allowed.* — This act shall not effect a reduction in any salary rate, including the increase allowed under Gen. Acts, 1917, c. 323, paid as of January 1, 1918, and any present employee mentioned in Acts, 1914, c. 554, who was in the service under said chapter prior to July 1, 1917, and who did not receive the benefits provided by said chapter 323, shall be entitled to the said benefits, and such salary rate shall obtain until advancement or promotion is warranted by the terms of the classification and by law. Any employee of the commonwealth objecting to any provision of the classification affecting his position may appeal in writing to the supervisor of administration, and shall be entitled to a hearing upon such appeal. The supervisor shall report with such recommendations as he may deem expedient to the governor and council. [*Gen. Acts, 1918, c. 228, § 6.*]

(g) *Certain other acts not affected.* — This act shall not be construed as affecting the application or operation of Acts, 1909, c. 514, §§ 20 and 21, of Acts, 1911, c. 494, of Acts, 1912, c. 528, of Acts, 1914, cc. 600 and 688, of Gen. Acts, 1915, cc. 259 and 288, or of acts in amendment thereof. [*Gen. Acts, 1918, c. 228, § 7.*]

**1132A. Employees of the Boston transit commission may be transferred.** — *Engineers, draftsmen, laborers and all other employees who were in the employ of the Boston transit commission on January 1, 1918, may, if citizens of the United States, be transferred to the employ of any city or town in the metropolitan district without examination, and notwithstanding any restriction in the civil service laws or regulations applicable to such transfers, provided that a request to such effect be made by the head of a department in any such city, with the approval of the mayor, or by the chairman of the board of selectmen in any such town.* [*Gen. Acts, 1917, c. 86, as amended by Gen. Acts, 1918, c. 24.*]

**1137. Persons in charge of steam boilers, etc., in the service of the commonwealth to be within the civil service.**<sup>1</sup> — The civil service commissioners

<sup>1</sup> In effect February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

shall prepare rules which shall take effect when approved by the governor and council in the manner provided by law, for including within the classified civil service all persons having charge of steam boilers, heating, lighting and power plants maintained by the commonwealth. [Acts, 1914, c. 486, § 1, as am. by Gen. Acts, 1918, c. 257, § 91.]

**1141A. Sergeant-at-arms may employ additional watchmen.** — The sergeant-at-arms is hereby authorized to employ, during the continuance of the present war and for one year thereafter, six persons as assistant watchmen at the state house in addition to those already authorized, who shall receive an annual salary of eleven hundred dollars each. [Gen. Acts, 1918, c. 84, § 1.]

**1143A. Chiefs of police in cities and towns to be under civil service.** — The provisions of R. L., c. 19, entitled "Of the Civil Service", and all acts in amendment thereof and in addition thereto, and the civil service rules made thereunder, and all acts now or hereafter in force relating to the appointment and removal of police officers, shall apply to the superintendent, chief of police or city marshal in all cities except Boston, and in all towns that have accepted, or may hereafter accept, the provisions of [R. L., c. 19, § 37] as applied to the police force thereof. [Acts, 1911, c. 468, § 1, as am. by Gen. Acts, 1918, c. 291, § 22.]

**1147A. Question of promotion of call men in Marlborough to be submitted to voters.** — There shall be submitted to the voters of the city of Marlborough at the next state election the following question to be placed on the official ballot: — Shall Acts, 1913, c. 487, entitled "An Act relative to the promotion of call men in the fire departments of cities and towns", be accepted by this city?

YES.	
NO.	

If a majority of the votes cast thereon at said election are in the affirmative, the provisions of said c. 487 and amendments thereof shall thereupon take effect in said city, but not otherwise. [Sp. Acts, 1918, c. 158, §§ 1, 2.]

**1148A. School committees may appoint, suspend or remove subordinate officers, assistants, etc.**<sup>1</sup> — The school committee shall elect a superintendent of schools annually, except as provided in Acts, 1914, c. 714, § 1, and may, under the laws regulating the civil service, appoint, suspend or remove at pleasure such subordinate officers or assistants, including janitors of school buildings, as it may deem necessary for the proper discharge of its duties and the conduct of its business; it shall define their terms of service and their duties, and shall fix their compensation. . . . [Gen. Acts, 1915, c. 267, Pt. I, § 32, as am. by Gen. Acts, 1918, c. 257, § 157.]

**1157. Reinstatement after war service.** — Any person who resigns from or leaves the classified public service of the commonwealth or of any city or town therein or who is discharged, suspended or granted a leave of absence therefrom for the purpose of serving in the military or naval service of the United States in time of war, and who so serves, shall, if he so requests of the appointing authority within one year after his honorable discharge from such military or naval service, and if also, within the said time, he files with the civil service commission the certificate of a registered physician that he is not physically disabled or incapacitated for the position, be reappointed or reemployed, without civil service application or examination, in his former position, provided that the incumbent thereof, if any, is a temporary appointee; or, if his former position has been filled by a permanent appointment, he shall be employed in a similar position in said department, if a vacancy exists therein. All appointments hereafter made to fill vacancies caused by the military or naval service of the former incumbent shall be temporary only, and no temporary appointment heretofore made to fill any such vacancy shall be made

<sup>1</sup> In effect February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

*permanent during the present war or until the expiration of one year thereafter.* [R. L. c. 19, § 25, as am. by Gen. Acts, 1918, c. 160, § 1.]

**1157A. Names of soldiers and sailors may be restored to eligible lists of the civil service.** — A person whose name is on any eligible list or register of the civil service commission at the time of his entering the military or naval service of the United States in time of war shall be suspended from such eligible list or register; but upon his request, made at any time within one year after his honorable discharge from such service, his name shall be restored thereto for the remainder of his period of eligibility, provided that he files with the civil service commission the certificate of a registered physician that he is not physically disabled or incapacitated for the position. [Gen. Acts, 1918, c. 160, § 2.]

#### WAGES AND SALARIES.<sup>1</sup>

**1159A. Fees for copying public records shall not be retained by employees.**<sup>2</sup> — No person employed in any [state] department shall receive for his own use any fee for copying public records or documents, or for other services during office hours, but all fees therefor shall be paid into the treasury of the commonwealth. Whoever violates the provisions of this section *shall be punished by a fine of not more than one hundred dollars and shall be disqualified for employment in any department of the state government.* [R. L., c. 18, § 15, as am. by Gen. Acts, 1918, c. 257, § 89.]

**1161AA. Compensation and working conditions of state and county employees to be investigated.** — *Resolved*, That the supervisor of administration be authorized and directed to investigate the working conditions of the judicial and all other officials and employees, appointive or elective, of the commonwealth, except in the department of legislation, and the several counties thereof, other than those included in senate document number 370 of the present year, and the duties of such officials and employees, and their salaries, fees, allowances and other compensations, and to report to the next general court on or before the fifteenth day of January a plan for classifying the positions held by such officials and employees into services, groups and grades and for standardizing salary rates and ranges, with such recommendations as he may deem expedient. For the purposes of this resolve the supervisor shall have and may exercise in regard to all officials, employees and activities to which this resolve applies, the powers granted by Gen. Acts, 1916, c. 296, and amendments thereto, relating to employment in the service of the commonwealth. The supervisor may employ such expert and clerical assistance as may be necessary to meet the requirements of this resolve, and the civil service laws and rules shall not apply to employment hereunder. [Res., 1918, c. 86.]

**1161B. Compensation of certain appointees of the sergeant-at-arms.** — All persons who have been regularly in the employ of the commonwealth since September 1, 1917, under appointment from the sergeant-at-arms, whose compensation is not affected by Gen. Acts, 1918, c. 118, are hereby granted an increase in compensation the amount of which shall be determined according to the provisions of Gen. Acts, 1917, c. 323, except that such increase shall be reckoned on the basis of the com-

<sup>1</sup> For an act authorizing the chief of the district police to reimburse certain special police officers for loss of wages, see Res., 1918, c. 21.

<sup>2</sup> In effect February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

pensation received on September 1, 1917, and that such increase shall be permanent [*Gen. Acts, 1918, c. 242.*]

**1161C. Compensation of certain employees of the general court.** — The provisions of *Gen. Acts, 1917, c. 323*, authorizing a temporary increase in the compensation of certain employees of the commonwealth shall, as to all legislative employees of the general court appointed by the sergeant-at-arms, including such employees temporarily so appointed, be permanent. [*Gen. Acts, 1918, c. 118.*]

**1161D. Salaries of certain county employees.** — From and after the first day of July in the current year, all persons who are regularly in the employ of the several counties of the commonwealth whose annual compensation in full for all services rendered does not exceed \$2,500 and whose salaries have not been increased by act of the general court passed during the current year, shall, until further action of the general court relative to the standardization of the salaries of judicial and county officers and employees, receive additional temporary compensation equal to ten per cent of the salaries received by them July 1, 1917.

The annual salary of the justice of the district court of Dukes County shall be one thousand dollars.

The annual compensation of the several assistant recorders of the land court, from and after the first day of July in the current year, in lieu of compensation on the basis of fees received, shall be equal to the compensation received by them in their respective capacities as assistant recorders for the year ending July 1, 1917, plus ten per cent of such sum. [*Gen. Acts, 1918, c. 260, §§ 1-3.*]

**1172C. Minimum salaries of county penal officers established.** — Masters and deputies of houses of correction and keepers of jails who do not hold the position of master, deputy or keeper by reason of their office as sheriffs shall receive an annual salary of not less than fifteen hundred dollars.

Officers who have been in the prison service of the several counties of the commonwealth for a period less than one year shall receive an annual salary of not less than one thousand dollars; officers who have been in the prison service of the several counties for more than one year and less than three years shall receive an annual salary of not less than twelve hundred dollars; officers who have been in the prison service of the several counties for more than three years and less than five years shall receive an annual salary of not less than thirteen hundred dollars; and officers who have been in the prison service of the several counties for more than five years shall receive an annual salary of not less than fourteen hundred dollars. In counties where maintenance is furnished, in whole or in part, such maintenance shall be deducted from the salary of the said officers; but in no case shall the amount deducted exceed three hundred dollars annually.

The aforesaid salaries shall be paid by the counties in which the penal institutions are situated, and shall be allowed from the first day of June, 1918.

The provisions of this act shall not apply to the counties of Dukes County and Nantucket.

This act shall not apply to the officers in the prison service of the county of Suffolk unless it is accepted by the mayor and city council of the city of Boston prior to December 31, 1918. [*Gen. Acts, 1918, c. 240, §§ 1-5.*]

**1181D. Minimum wage for Worcester city laborers.** — The city council of the city of Worcester, with the approval of the mayor, is hereby authorized to estab-

lish by ordinance a minimum wage for all city laborers, or for laborers in specified departments. [*Sp. Acts, 1918, c. 84.*]

**1182F. Municipal and town positions vacated by men in military or naval service may be filled temporarily; salaries provided therefor.** — The mayor of any city, and the majority of a board composed of the selectmen, clerk and treasurer of any town, may, during the present war and for a period of six months after the end thereof, as fixed by federal authority, appoint a citizen of the city or town to perform the duties of any municipal officer, including the officers above mentioned or any member of a municipal board or commission, who is absent in the military or naval service of the United States. The person so appointed shall have the powers and duties, shall be subject to the obligations, and shall receive the compensation which pertain to the office to which he is appointed. Subject to the provisions of Gen. Acts, 1917, c. 254, compensation shall not be paid to absent officers whose places are filled by appointments made hereunder. Subject to the provisions of section two, temporary officers of a city appointed as aforesaid shall serve until the return of the absent officer, or until the expiration of the term for which he was chosen. Subject to the provisions of section two, temporary officers of a town appointed as aforesaid shall serve until the return of the absent officer, or until the date of the next annual town meeting. If the term of the absent town officer does not expire on or before the date of the said meeting a temporary officer shall be nominated and elected by the town in the manner provided by law for filling the said office, provided that the office is an elective one. If the office be an appointive one, it shall be filled by a temporary appointment made by the appointing authority elected at the said meeting or elected prior thereto and continuing in office thereafter. The temporary officer so chosen shall serve until the return of the absent officer, or until the expiration of the term of the absent officer. Appointments made hereunder shall not be subject to the civil service laws or regulations, and may be revoked at any time by the appointing authority.

In case of the death of the absent officer, or of his removal from the city or town of which he was an officer, or of his permanent incapacitation for the duties of his office, the powers, duties and compensation of the person temporarily appointed shall cease, and the vacancy in the office shall be filled in the manner provided by law. [*Gen. Acts, 1918, c. 185, §§ 1, 2.*]

**1182G. Wages of Revere reserve police officers.** — The members of the reserve police force of the city of Revere shall when on duty be paid by the city such compensation as the mayor and municipal council may approve.

Section 4 of Acts, 1911, c. 144, is hereby repealed. [*Sp. Acts, 1918, c. 150, §§ 1 and 2.*]

**1182H. Minimum salary for certain public school teachers.** — On and after January 1, 1919, the compensation of every teacher employed in any public day school in the commonwealth, except persons in training and those employed as temporary substitutes, shall be at the rate of not less than five hundred and fifty dollars for the school year in that school: *provided, however*, that this act shall not apply to any town whose taxable valuation does not exceed one million dollars. [*Gen. Acts, 1918, c. 197.*]

**1184. Pay rolls of cities to be sworn to.**<sup>1</sup> — It shall be unlawful for the treasurer or other fiscal officer of any city other than Boston to pay any salary or compensation to any person in the service or employment of the city unless the pay roll, bill or account for such salary or compensation shall be sworn to by the head of the depart-

<sup>1</sup> For a provision relative to the salaries of town clerks and their assistants, see Gen. Acts, 1918, c. 291, § 11.

ment or by the person who is immediately responsible for the appointment, employment, promotion or transfer of the persons named therein, *or in case of the absence or disability of the head of the department or of such person, then by a person designated by the head of the department and approved by the mayor.* [Acts, 1913, c. 520, § 1, as am. by Gen. Acts, 1918, c. 23.]

**1190A. Payment of travelling expenses of doorkeepers of the general court authorized.** — The *doorkeepers, assistant doorkeepers and messengers* of the general court shall receive two dollars and fifty cents for every mile of ordinary travelling distance from their places of abode to the place of the sitting of the general court computed on the same basis upon which mileage is paid to members of the general court, to be so allowed from the first day of January, 1918. [Gen. Acts, 1917, c. 6, § 1, as am. by Gen. Acts, 1918, c. 66, § 1.]

#### HOURS OF LABOR.

**1206A. Two-platoon system in the Holyoke fire department.** — The permanent members of the uniformed fire-fighting force in the city of Holyoke shall be divided by the board of fire commissioners of the city into two bodies or platoons which shall be designated as the day force and the night force. The hours of duty of each force shall be as prescribed by the said board.

During the continuance of a serious conflagration the officer, officers or board having charge of the fire-fighting shall have authority to summon and keep on duty any or all of the members of either force. A fire shall not be considered to be a serious conflagration within the meaning of this act unless a second or general alarm has been sounded.

The provisions of this act shall not be construed to affect, repeal, or annul, in whole or in part, any former act or municipal ordinance relating to the salaries, annual vacations, sickness or disability, or leave of absence of the members of the fire-fighting force of the city of Holyoke.

All ordinances of said city affecting the number that may be appointed as members of its fire-fighting force and the meal hours and days off of such members are hereby annulled. The provisions of Acts, 1912, c. 546, granting firemen one day off in five shall not hereafter apply to the city of Holyoke.

This act shall be submitted to the voters of the city of Holyoke at the state election for the current year and if accepted by a majority of the qualified voters voting thereon shall take effect on January 1, 1919; otherwise it shall not take effect. [Sp. Acts, 1918, c. 128, §§ 1-5.]

#### VACATIONS, HALF-HOLIDAYS AND "DAYS OFF."

**1212-1214. "Day off" for members of fire departments.** — . . . The provisions of Acts, 1912, c. 546, granting firemen one day off in five shall not hereafter<sup>1</sup> apply to the city of Holyoke. [Sp. Acts, 1918, c. 128, § 4.]

**1219E. Saturday half-holiday for certain employees of the city of Quincy.** — Laborers, teamsters and mechanics employed by the city of Quincy shall hereafter receive a Saturday half-holiday without loss of pay.

<sup>1</sup> After January 1, 1919, if accepted by a majority of the qualified voters of the city of Holyoke voting thereon at the State election for the current year. See paragraph 1206A.



This act shall be submitted to the voters of the city of Quincy at the next city election in the form of the following question to be placed on the official ballot: "Shall the laborers, teamsters and mechanics employed by the city of Quincy receive a Saturday half-holiday without loss of pay?" If a majority of the voters voting on the said question vote in the affirmative, this act shall thereupon take effect; otherwise it shall not take effect. [*Sp. Acts, 1918, c. 32, §§ 1, 2.*]

YES.	
NO.	

**1219F. Saturday half-holiday for certain employees of the city of Waltham.** — Laborers, teamsters and mechanics employed by the city of Waltham shall hereafter receive a half-holiday on Saturday without loss of pay.

This act shall be submitted to the qualified voters of the said city at the city election in the current year in the form of the following question to be placed on the official ballot: "Shall the laborers, teamsters and mechanics employed by the city of Waltham receive a half-holiday on Saturdays without loss of pay?"

YES.	
NO.	

If a majority of the votes cast on said question are in the affirmative, this act shall thereupon take effect, but not otherwise. [*Sp. Acts, 1918, c. 80, §§ 1, 2.*]

#### CORRUPT PRACTICES.

**1227A. Soliciting money from public employees for political purposes prohibited.** — No person holding public office or employment in the service of the commonwealth or of any county, city or town shall, directly or indirectly, demand or solicit any gift, payment, contribution or promise of money or other thing of value from any other person holding office or employment in the service of the commonwealth or of any county, city or town therein, for the political campaign purposes of any candidate for public office or of any political committee. [*Gen. Acts, 1918, c. 146, § 1.*]

**1228A. Solicitations forbidden in public buildings.** — No person shall in any building or in any room of any building occupied for state, county or municipal purposes demand or solicit any payment or gift of money or other thing of value from any person holding office or employment in the service of the commonwealth or of any county, city or town therein, for the purposes set forth in section one. [*Gen. Acts, 1918, c. 146, § 2.*]

**1228B. Penalties for violations of the act.** — Whoever violates any provision of this act shall be deemed guilty of a corrupt practice, and shall be punished by imprisonment for not more than six months, or by a fine of not more than one thousand dollars.

If a person holding an elective office in the service of the commonwealth or of any county, city or town therein, except membership in the general court, is convicted of violating, in the course of his campaign for such office, any provision of this act, proceedings may be brought against him under the provisions of Acts, 1914, c. 783, and acts in amendment thereof, relating to corrupt practices, for a forfeiture of the office to which he was elected, and any officer or employee holding an appointive office who is convicted of violating any provision of this act may be summarily removed by the appointing authority without a hearing. [*Gen. Acts, 1918, c. 146, §§ 3, 4.*]

## 14. PRISON LABOR.

**1315. Classification of prisoners.** — *The director of prisons may, with the approval of the governor and council, provide for grading and classifying the prisoners in the state prison and in the Massachusetts reformatory and in the reformatory for women and may establish rules for dealing with the prisoners in the state prison according to their conduct and industry and with the prisoners in the Massachusetts reformatory and in the reformatory for women according to their conduct, industry in labor and diligence in study.*<sup>1</sup> [R. L., c. 225, § 15, as affected by Acts, 1916, c. 241, and as am. by Gen. Acts, 1918, c. 257, § 475.]

**1361. County commissioners may purchase or lease land; or use prison labor for agricultural or domestic purposes.** — The county commissioners of any county may purchase or lease land with funds specifically appropriated therefor by the general court for the purpose of improving and cultivating it by the labor of prisoners from a jail or house of correction; and the said commissioners may also make arrangements with the Massachusetts highway commission or with the officials of a city or town to work said prisoners on any highway or unimproved land, or with a private owner, to improve waste or unused land, or land used for agricultural or domestic purposes, by means of such prison labor. When prisoners are so employed they shall be in the custody of the sheriff of the county. When land that is not the property of the county, or is a highway, is so improved, the owners thereof or those having in charge the highway shall pay to the county such sums as may be agreed upon between the county commissioners, sheriff, and the other parties in interest, for the labor of any prisoners employed thereon. [Acts, 1913, c. 633, § 2, as am. by Acts, 1914, c. 180, by Gen. Acts, 1915, c. 177, and by Gen. Acts, 1918, c. 159.]

**1361B. Establishment of county industrial farms.** — (c) *Provision for removal of prisoners to such farms.* — On the request of said commissioners, the sheriff of the county shall remove to said farm such prisoners as in the opinion of the commissioners can advantageously be employed thereon in carrying out the purposes and provisions of this act; and on the order of the said commissioners the sheriff shall return any prisoner to the jail or house of correction from which he was taken, or to which he was sentenced. The superintendents of industrial farms shall have the custody of all prisoners removed thereto, and a prisoner who escapes or attempts to escape therefrom shall be punished therefor by imprisonment in a jail or house of correction for not more than one year. Permits to be at liberty shall be issued to the inmates of county industrial farms and revoked in the manner provided by law for the issuance or revocation of permits to prisoners in jails and houses of correction. [Gen. Acts, 1917, c. 258, § 3, as am. by Gen. Acts, 1918, c. 156, § 1.]

(d) *County commissioners may borrow money for such purposes; interest may change during the war.* — To meet the expenses incurred under the provisions of this act, the county commissioners are hereby authorized to borrow from time to time, upon the credit of the county, such sums as may be needed, and to issue bonds or notes therefor, which shall bear on their face the words, County of \_\_\_\_\_, Industrial Farm Loan, Act of 1917, and shall be payable by such annual payments, beginning not more than one year after the dates thereof, as will extinguish each loan within \_\_\_\_\_ years from its date. The amount of such annual payment of any loan in any year shall not be less than the amount of the principal of the loan payable in any

<sup>1</sup> In effect February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

subsequent year. Each issue of bonds or notes shall constitute a separate loan. The said bonds or notes shall bear interest at a rate not exceeding *five per cent per annum*, payable semi-annually, *except that during the continuance of the present war and for one year thereafter the rate of interest may exceed five per cent per annum when necessary*, and shall be signed by the treasurer of the county and countersigned by a majority of the county commissioners. The county may sell the said securities at public or private sale, upon such terms and conditions as the county commissioners may deem proper, but not for less than their par value, and the proceeds shall be used only for the purposes above specified. [*Gen. Acts, 1917, c. 258, § 4, as am. by Gen. Acts, 1918, c. 156, § 2.*]

## 15. SUNDAY LABOR AND WEEKLY DAY OF REST.

### SUNDAY LABOR.

**1369. Prohibition of labor, etc.; exceptions; Sunday licenses.** — Whoever, on the Lord's day, keeps open his shop, warehouse or workhouse, or does any manner of labor, business or work, except works of necessity and charity, or takes part in any sport, game, play or public diversion, except a concert of sacred music or *a public entertainment duly licensed as provided by section one of this chapter and acts in amendment thereof and in addition thereto, or a free open air concert given by a city or town or by license of the mayor of a city or the selectmen of a town, upon a common or public park, street or square,*<sup>1</sup> shall be punished by a fine of not more than fifty dollars for each offence; and the proprietor, manager or person in charge of such game, sport, play or public diversion, except as aforesaid, shall be punished by a fine of not more than five hundred dollars for each offence. [*R. L., c. 98, § 2, as am. by Acts, 1904, c. 460, § 2, and by Gen. Acts, 1918, c. 257, § 336.*]

**1369A. Public entertainments may be attended on the Lord's day.**<sup>1</sup> — The preceding sections [*R. L., c. 98, §§ 1-4*], shall not be held to prohibit *the giving, being present at, or taking part in, on the Lord's day, a concert of sacred music, or a public entertainment duly licensed as provided in section one of this chapter and all acts in amendment thereof and in addition thereto, or a free open air concert given by a city or town, or by license of the mayor and aldermen of a city or the selectmen of a town, upon a common, public park, street or square.* [*R. L., c. 98, § 5, as am. by Acts, 1904, c. 460, § 3, and by Gen. Acts, 1918, c. 257, § 338.*]

**1371A. Certain retail dealers may be licensed to sell on Sunday.** — The licensing board or officer in any city or town, and if there is no such board or officer, the mayor and aldermen of a city, or the mayor and city council, in case there are no aldermen, and the selectmen of towns, may grant licenses to reputable persons who on secular days are retail dealers of ice cream, confectionery, soda water or fruit, to keep open their places of business on the Lord's day for the sale of ice cream, confectionery, soda water or fruit. [*Acts, 1909, c. 423, § 1, as am. by Gen. Acts, 1918, c. 257, § 337.*]

## 16. MISCELLANEOUS.

**1400A. Mechanics' tools to be exempt from taxation.** — . . . Eleventh, The wearing apparel and farming utensils of every person; his household furniture *used in the dwelling which is the place of his domicile* not exceeding one thousand dollars in value; and the necessary tools of a mechanic not exceeding three hundred dollars in value. [*Acts, 1909, c. 490, Pt. I, § 5, cl. 11, as am. by Gen. Acts, 1918, c. 42, § 1.*]

<sup>1</sup> This amendment is to take effect February 1, 1919. See Gen. Acts, 1918, c. 257, § 478.

## II.

INDEX TO BILLS AFFECTING LABOR INTRODUCED DURING  
THE LEGISLATIVE SESSION OF 1918.

## ABBREVIATIONS.

*General.* Ac., Accepted; Adop., Adopted; Am., Amended; Eng., Engrossed; G., General Acts; H., House; H. B., House Bill; L. W., Leave to Withdraw; N. D., New Draft; N. G. C., Next General Court; N. L., No Legislation Necessary; N. P., Ought Not to Pass; O. P., Ought to Pass; P. D., Public Document; Rec., Re-committed; Recons., Reconsidered; Ref., Reference; Rej., Rejected; Rep., Reported; Rep. Ch., Reported Changed; Res., Resolve; S., Senate; S. B., Senate Bill; Sp., Special Act; Sp. Rep., Special Report; Sub., Substituted; T., Tabled; T. T., Taken from Table.

*Committees.* Adm. and C., Administration and Commissions; Ag., Agriculture; B. and B., Banks and Banking; B. 3d R., Bills in Third Reading; Cit., Cities; Coms., Consolidation of Commissions (Special); Cons. Am., Constitutional Amendments; Cos., Counties; Ed., Education; E. L., Election Laws; F. R., Federal Relations; F. and G., Fisheries and Game; H. B. 3d R., House Bills in Third Reading; H. W. and M., House Ways and Means; Ins., Insurance; J. J., Joint Judiciary; Jt. R., Joint Rules; Jt. W. and M., Joint Ways and Means; La., Labor; L. A., Legal Affairs; M. A., Military Affairs; M. F., Municipal Finance; Mer. Aff., Mercantile Affairs; Met. Aff., Metropolitan Affairs; P. H., Public Health; P. I., Public Institutions; P. L., Public Lighting; P. S., Public Service; R. Com., Recess Committee; R. and B., Roads and Bridges; R. R., Railroads; S. B. 3d R., Senate Bills in Third Reading; S. H. and L., State House and Libraries; Sp. Com., Special Committee; S. Rys., Street Railways; S. W., Social Welfare; S. W. and M., Senate Ways and Means; Tax., Taxation; Tns., Towns; W. and M., Ways and Means of both House and Senate.

## 1. EMPLOYMENT.

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
	<b>a. State Public Employment Offices.</b>				
H. 126	Control of public and private employment of offices by the State Board of Labor and Indus- tries.	Cit.	L. W.	Bill sub. for L. W.	-
H. 347	Attendants for insane hospitals to be secured through State employment bureaus.	H. W. & M. P. D.	N. G. C. L. W.	Ac. Ac.	- -
	<b>b. Unemployment.</b>				
S. 243	Classification of men engaged in Agriculture under the Federal selective service act.	F. R.	N. P.	Bill rej. by S.	-
H. 312	Re-employment of soldiers and sailors.	M. F.	L. W.	Ac.	-
H. 1454	Able-bodied male citizens between 18 and 50 to engage in useful occupations.	S. W.	H. 1556	-	-
H. 1556	Same title (based on H. 1454), . . .	S. W.	Rep.	N. D. H. 1578	-
H. 1578	Same title (based on H. 1454, H. 1556), . .	S. W. H. W. & M.	Rep. O. P.	- See H. 1589	- -
H. 1589	Same title (based on H. 1578), . . .	S. W. & M.	O. P.	-	286 G.
	<b>c. Miscellaneous.</b>				
S. 148	Employment of caretakers and others in apart- ment houses.	Mer. Aff.	L. W.	Ac.	-
H. 1098	Aliens between 21 and 31 not to be employed by public service corporations.	La.	L. W.	Ac.	-

<sup>1</sup> H. 1578 as amended and passed to be engrossed by the House.

## 2. INDUSTRIAL SAFETY AND SANITATION.

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
<b>a. Industrial Safety.</b>					
S. 167	Safety devices on gas meters, investigation relative to.	Adm. & C. P. I.	L. W. L. W.	Recons. Ac.	-
S. 227	Automatic fire doors for steam locomotives.	R. R.	L. W.	Ac.	-
H. 182	Operation and inspection of steam-boilers (based on H. 180).	Mer. Aff. Mer. Aff.	Rep. N. P.	Recom. Bill rej. by H.	-
H. 269	Authorizing the sprinkling of certain buildings.	Met. Aff.	N. L.	Ac.	-
H. 861	Opaque glass windows in factories.	Mer. Aff.	L. W.	Ac.	-
H. 988	Promotion of sales of fire prevention devices by various inspectors prohibited.	L. A.	L. W.	Ac.	-
H. 992	Opaque glass windows in workshops and factories.	Mer. Aff.	N. G. C.	Bill sub. for N. G. C. Rej. by S. Ac.	-
H. 994	Safety devices on elevators.	Mer. Aff.	L. W.		-
<b>b. Industrial Sanitation.</b>					
S. 356	Diagnostic equipment for clinics for use of employees (based on S. 244).	S. W.	Rep.	N. D. S. 372	-
S. 372	Same title (based on S. 244, S. 356).	S. W. & M. H. W. & M.	O. P. N. P.	- Bill rej. by H.	-
H. 68	Pavilion for ex-patient employees at Lakeville State Sanatorium (based on H. 62).	P. I.	H. 1466	-	-
H. 71	Dormitory for ex-patient employees at Westfield State Sanatorium (based on H. 62).	P. I.	N. G. C.	Ac.	-
H. 79	Pavilion for employees at Rutland State Sanatorium (based on H. 62).	P. I.	N. G. C.	Ac.	-
H. 229	Receptacles for expectoration in factories and workshops (based on H. 227).	P. H.	H. 1285	-	-
H. 1188	Facilities for warming food by employees in factories.	La.	H. 1307	-	-
H. 1285	Receptacles for expectoration in factories and workshops (based on H. 227, H. 229).	P. H.	Ref.	Bill rej. by H.	-
H. 1307	Facilities for warming food by employees in factories (based on H. 1188).	La.	Rep.	-	110 G.
H. 1466	Improvements at State Hospitals for Consumptives for protection of employees (based on H. 68, H. 71, H. 76, <sup>1</sup> H. 79).	P. I. W. & M.	Rep. O. P.	- -	- Res. 55.

## 3. WOMEN AND CHILDREN.

<b>a. School Attendance.</b>					
H. 110	Issuance of employment certificates to children under 16, regulated.	Ed.	L. W.	Ac.	-
H. 163	Attendance at continuation schools by minors under 16.	Ed.	H. 1432 <sup>2</sup>	-	-
H. 836	School attendance of children over 14.	Ed.	L. W.	Ac.	-
H. 1139	Children not to be employed till the age of 16.	L. W.	L. W.	Ac.	-
<b>b. Wages and Hours of Women and Children.<sup>3</sup></b>					
S. 131	Hours of labor of women and children.	S. W.	H. 1415	-	-
S. 133	Employment of minors under 16 prohibited in certain employments.	S. W.	L. W.	Ac.	-
H. 141	Working hours of women and children.	S. W.	H. 1415	-	-
H. 282	Records of hours of labor of women and minors (based on H. 280).	S. W.	N. L.	Ac.	-
H. 403	Working hours of women and children.	S. W.	H. 1415	-	-

<sup>1</sup> See under *Prison Labor*, p. 75.<sup>2</sup> See under *Industrial Education*, p. 68.<sup>3</sup> For bills relative to wages and hours of women in public employment, see under *Public Employment*, pp. 71-74.

3. WOMEN AND CHILDREN — *Concluded.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
	<b>b. Wages and Hours of Women and Children — Con.</b>				
H. 460	Labor of women engaged in theatrical enterprises.	S. W.	L. W.	Ac.	-
H. 912	Hours of labor of women and children employed by street railway companies.	S. W.	L. W.	Ac.	-
H. 919	Commission for uniform laws as to wages,	S. W.	L. W.	Ac.	-
H. 1359	Employment of women and minors as operators of elevators.	S. W.	H. 1409	-	-
H. 1409	Hours of labor of women and minors as operators of elevators (based on H. 1359).	S. W.	Rep.	-	147 G.
H. 1415	Working hours of women and children (based on S. 131, H. 141, H. 403).	S. W. S. W.	Rep. N. G. C.	Recom. H. 1493 sub. for N. G. C.	-
H. 1480	Working hours of women and children (based on S. 131, H. 141, H. 403).	-	-	- <sup>1</sup>	-
H. 1493	Hours of labor of women and children under 18 further regulated.	-	-	Sub. for N. G. C. on H. 1415; N. G. C.	-

4. WAGES AND HOURS OF LABOR IN PRIVATE EMPLOYMENT.<sup>2</sup>

	<b>a. Wages.</b>				
S. 45	Specifications to be furnished certain operatives in textile factories.	La.	L. W.	Bill sub. for S. W. Recons.; Ref.	-
S. 130	Enforcement of recommendations of the Minimum Wage Commission.	S. W.	L. W.	Ac.	-
S. 175	Weekly payment of wages to employees in clubs in cities.	La.	Rep.	-	87 G.
H. 281	Issuance of special licenses to aged women, learners, and apprentices permitting their employment at less than wages fixed by Minimum Wage Commission (based on H. 280).	S. W.	N. L.	Ac.	-
H. 283	Filling of vacancies on wage boards regulated (based on H. 280).	S. W.	N. L.	Ac.	-
H. 284	Posting of information in places of employment (based on H. 280).	S. W.	N. L.	Ac.	-
H. 285	Annual report of the Minimum Wage Commission.	S. W.	N. L.	Ac.	-
H. 355	Declaring the public policy of the State as to wages, minimum hours and overtime employment.	S. W.	L. W.	Ac.	-
H. 459	Compensation of quarantined employees,	S. W.	N. G. C.	Ac.	-
H. 587	Liens for labor and materials,	J. J.	N. G. C.	Ac.	-
H. 808	Transfer of powers and duties of the Minimum Wage Commission to State Board of Labor and Industries.	Adm. & C.	L. W.	Ac.	-
H. 809	Repeal of the law creating the Minimum Wage Commission.	Adm. & C.	L. W.	Ac.	-
H. 915	To establish certain qualifications for members of wage boards.	S. W.	L. W.	Ac.	-
H. 916	To extend the provisions of the minimum wage law.	S. W.	L. W.	Ac.	-
H. 917	Powers and jurisdiction of the Minimum Wage Commission.	S. W.	L. W.	Ac.	-
H. 918	Reports of wage boards to the Commission further regulated.	S. W.	L. W.	Ac.	-
H. 919	Appointment of a commission to study questions of uniformity of the laws of the several States relative to women and minors in industry.	S. W.	L. W.	Ac.	-

<sup>1</sup> Moved to be substituted for H. 1415, and later withdrawn.<sup>2</sup> See also under *Wages and Hours of Women and Children*, above, and under *Public Employment*, pp. 69-75.

4. WAGES AND HOURS OF LABOR IN PRIVATE EMPLOYMENT — *Concluded.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
<b>a. Wages — Con.</b>					
H. 934	Land owner to file notice of contract under mechanics' lien law.	J. J.	N. G. C.	Ac.	-
H. 935	Inaccuracies in notices under mechanics' lien law.	J. J.	N. G. C.	Ac.	-
H. 970	Attorneys' liens for fees for services rendered.	J. J.	L. W.	Ac.	-
H. 980	Rights and securities for those furnishing labor and materials.	J. J.	N. G. C.	H. sub. H. 1576	-
H. 989	Employers not to take gratuities received by employees in check rooms.	L. A.	Rec. Ch.	-	149 G.
H. 1089	Liens for labor and materials on buildings and land.	J. J.	L. W.	Ac.	-
H. 1099	Excessive deductions from pay of employees on account of tardiness prohibited. (See H. 1335.)	La.	Rep.	Am. by S.	192 G.
H. 1335	Excessive deductions from pay of employees on account of tardiness prohibited. (See H. 1099.)	-	-	- <sup>1</sup>	-
H. 1576	Liens of subcontractors for labor and materials on land and buildings.	J. J.	Rep.	Am. by H.	265 G.
<b>b. Hours of Labor.</b>					
S. 62	National law regulating employment of labor.	F. R.	L. W.	Ac.	-
S. 171	Time allowed employees for voting.	E. L.	L. W.	Ac.	-
S. 176	Laws relative to hours of labor not to apply to hotels.	La.	Rep.	Rej. by S.	-
S. 177	Hotel and restaurant employees to have one day off in seven.	La.	-	Sub. by S. for H. 124; Rej. by S.	-
H. 124	Hotel and restaurant employees to have one day off in seven.	La.	N. G. C.	H. sub. S. 177	-
H. 125	Hours of labor of employees in paper mills.	La.	L. W.	Bill sub. for L. W.; N. G. C.	-
H. 355	Declaring the public policy of the State concerning hours and wages of employees.	L. W.	L. W.	Ac.	-
H. 981	Mechanical devices to determine hours of labor to be inspected.	La.	L. W.	Ac.	-
H. 1080	Uniform national eight-hour work day.	F. R.	L. W.	Ac.	-
H. 1097	Employment of persons at night regulated.	La.	L. W.	Ac.	-

## 5. WORKMEN'S COMPENSATION AND INDUSTRIAL INSURANCE.

<b>a. Workmen's Compensation.</b>					
S. 44	Chauffeurs to be within the Act.	J. J.	L. W.	Ac.	-
S. 91	Transaction of workmen's compensation insurance and self-insurance.	J. J.	S. 371	-	-
S. 112	Compensation of Boston and Cambridge Bridge Commission employees (based on H. 386, H. 497).	J. J.	Rep.	-	125 G.
S. 113	Compensation for certain public employees.	J. J.	L. W.	Ac.	-
S. 114	Payment of burial expenses.	J. J.	L. W.	Ac.	-
S. 201	Additional methods of securing compensation.	J. J.	S. 371	-	-
S. 202	Waiver of rights of disabled employees to compensation.	J. J.	Rep.	To Recess Com.	-
S. 235	Compensation during sickness of employees injured in the course of employment.	J. J.	N. G. C.	Ac.	-
S. 296	Minimum weekly compensation to be increased.	S. B. 3d R.	Rep.	N. D. of H. 123	113 G.
S. 370 of 1917	Report of Recess Committee on rates, accident prevention, etc.	Adm. & C.	N. G. C.	Ac.	-

<sup>1</sup> Moved to be substituted for H. 1099, but rejected.<sup>2</sup> Substituted by H. for N. G. C. on H. 980.

5. WORKMEN'S COMPENSATION AND INDUSTRIAL INSURANCE — *Continued.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
<b>a. Workmen's Compensation — Con.</b>					
S. 371	Additional methods of guaranteeing compensation (based on S. 91, S. 201, H. 845, H. 846, H. 969).	J. J. S. W. & M.	Rep. N. D. S. 390	-	-
S. 390	Additional methods of guaranteeing compensation (based on S. 371). See S. 403, S. 428.	W. & M.	O. P.	Vetoed	-
S. 403	Amendments to Senate Bill 390, . . . . .	-	-	- <sup>1</sup>	-
S. 428	Veto of Senate 390, . . . . .	-	-	-	-
H. 48	Insurance Commission's authority to approve rates; law amended (based on H. 46).	J. J.	N. L.	Ac.	-
H. 49	Responsibility of employer when insurer fails to pay; law amended (based on H. 46).	J. J.	N. L.	Ac.	-
H. 117 of 1917	Approval of rates by insurance commissioner,	J. J.	N. L.	Ac.	-
H. 122	Compensation to be given from day of the injury.	J. J.	L. W.	Ac.	-
H. 123	Minimum weekly compensation to be increased,	J. J.	Rep.	S. sub. S. 296	-
H. 265	Delays in filing claims; law amended (based on H. 264).	J. J.	N. L.	Ac.	-
H. 266	Claims for compensation, additional provision as to (based on H. 264).	J. J.	N. L.	Ac.	-
H. 267	Inaccuracies in claims, law as to, amended (based on H. 264).	J. J.	Rep.	-	119 G.
H. 268	Procedure in case of certain disagreements relative to physicians' charges (based on H. 264).	J. J.	N. L.	Ac.	-
H. 386	Compensation for Boston and Cambridge Bridge employees.	J. J.	S. 112	-	-
H. 494	Compensation during sickness for persons injured in the course of their employment.	J. J.	N. G. C.	Ac.	-
H. 496	Compensation from date of the injury; when,	J. J.	L. W.	Ac.	-
H. 497	Compensation for Boston and Cambridge Bridge Commission employees.	J. J.	S. 112	-	-
H. 547	Powers and duties of the Board to be transferred to the Superior Court.	Adm. & C.	L. W.	Ac.	-
H. 588	Compensation from date of the injury, . . .	J. J.	L. W.	Ac.	-
H. 845	Compensation to employees further regulated,	J. J.	S. 371	-	-
H. 846	Additional methods of compensating employees.	J. J.	S. 371	-	-
H. 850	Appeals from decisions of the Industrial Accident Board further regulated.	J. J.	L. W.	Ac.	-
H. 854	Fellow employees to aid in payments when also causing the accident.	J. J.	L. W.	Ac.	-
H. 968	Compensation from the date of the injury, . .	J. J.	L. W.	Ac.	-
H. 969	Insurance companies not to be allowed to insure employees under the Workmen's Compensation Act.	J. J.	S. 371	-	-
H. 974	Compensation from date of injury in certain cases; ambulances to be free for employees.	J. J.	L. W.	Ac.	-
H. 977	Husband to recover for loss of wife's services in all negligence cases.	J. J.	L. W.	Ac.	-
H. 1092	Appointment of commission to investigate and report on perfecting the operation of the Act.	J. J.	Rep.	To Recess Com.	-
H. 1093	Compensation of injured employees; law amended.	J. J.	L. W.	Ac.	-
<b>b. Industrial Insurance.</b>					
S. 355	To extend voluntary industrial group insurance (based on S. 241 <sup>2</sup> ).	S. W.	N. P.	S. sub. S. 368 for N. P. - <sup>3</sup>	-
S. 368	Promotion of voluntary industrial group insurance.	S. B. 3d R.	O. P. Ch.	-	Res. 70
H. 46	Holding employers liable when insurer fails, .	Ins.	N. L.	Ac. See H. 47	-
H. 47	Group life insurance for employees (based on H. 46).	Ins.	H. 1300	-	-

<sup>1</sup> Moved to be substituted for S. 390.<sup>2</sup> See under *Social Insurance*.<sup>3</sup> Substituted by Senate for N. P. on S. 355.



5. WORKMEN'S COMPENSATION AND INDUSTRIAL INSURANCE — *Concluded.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
<b>b. Industrial Insurance — Con.</b>					
H. 118	Medical examinations for insurance of employ- ees in groups.	Ins.	Rep.	-	35 G.
H. 120	Further provisions relative to total disability benefits in life insurance policies.	Ins.	H. 1216	-	-
H. 642	Establishment of a system of compulsory insur- ance for employees other than those covered by Workmen's Compensation Act.	S. W.	L. W.	Ac.	-
H. 693	Lithuanian Roman Catholic Alliance to be al- lowed to insure against sickness and disabil- ity.	Ins.	L. W.	Ac.	-
H. 967	Paid-up policies in industrial insurance; when,	Ins.	L. W.	Ac.	-
H. 1046	Issuance of policies against accidents and dis- ease regulated.	S. W.	L. W.	Ac.	-
H. 1083	Industrial insurance policies to have cash sur- render values after five years.	Ins.	L. W.	Ac.	-
H. 1216	Total disability benefits in life policies (based on H. 120).	Ins.	Rep.	-	36 G.
H. 1225	Industrial insurance provisions amended (based on H. 119).	Ins.	Rep.	Am. by S.	60 G.
H. 1300	Group life insurance of employees, etc. (based on H. 46, H. 47).	Ins.	Rep.	Am. by H.	112 G.

## 6. PENSION AND RETIREMENT SYSTEMS.

<b>a. Employees of the Commonwealth.</b>					
S. 39	Certain laborers and mechanics to be exempt from contributing to the State Retirement Association.	S. W.	L. W.	Ac.	-
H. 901	Retirement of veterans of the Civil War in State service.	P. S.	L. W.	Ac.	-
H. 1404	Report of the Board of Retirement of the re- sults of its investigation.	P. S.	N. G. C.	Ac.	-
P. D. 12	Retirement of Civil War veterans in the serv- ice of the Commonwealth.	J. J.	N. L.	Ac.	-
<b>b. Employees of Counties.</b>					
S. 161	Interest payments under the Retirement Sys- tem for county employees regulated.	S. W. S. W. & M.	O. P. Ch. O. P.	Am. by H. -	- 104½ G.
S. 162	Retirement of disabled county employees,	S. W.	L. W.	Ac.	-
H. 530	Pensions for police van drivers employed by the County of Suffolk or the City of Boston.	S. W.	L. W.	Ac.	-
H. 1044	Pensions for scrubwomen in the employ of Suffolk County.	S. W. Cos.	Rep. O. P.	- H. sub. H. 1416	- -
H. 1416	Pensions for scrubwomen in the employ of Suffolk County.	-	-	Sub. by H. for H. 1044	-
		S. W. & M.	O. P.	-	172 G.
<b>c. Employees of Cities and Towns.</b>					
<b>1. Public School Teachers.</b>					
H. 15	Report of amount of reimbursement from the State to cities and towns for teachers' pen- sions.	S. W.	N. L.	Ac.	-
H. 832	Age of retirement of school teachers,	Ed.	L. W.	Ac.	-
<b>2. Firemen and Policemen.</b>					
S. 192	Pensions for police injured in course of employ- ment.	S. W.	L. W.	Ac.	-
H. 362	Creation of funds, by appropriation, for relief of injured firemen.	H. W. & M.	H. 1214	-	-
H. 1192	Pensions for call members in Arlington,	S. W.	Rep.	Am. by S.	79 S.
H. 1214	Disbursement of State aid for the relief of fire- men further regulated (based on H. 362).	H. W. & M.	Rep.	Am. by S.	81 G.

6. PENSION AND RETIREMENT SYSTEMS — *Concluded.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
	<b>c. Employees of Cities and Towns — Con.</b>				
	<b>3. Laborers.</b>				
S. 132	Retirement allowances for laborers employed by the City of Boston.	S. W.	L. W.	Ac.	-
H. 356	Retirement fund provision for Boston city laborers amended.	S. W.	Rep.	Bill rej. by S.	-
H. 357	Retirement fund provision for Boston city laborers amended.	S. W.	L. W.	Ac.	-
H. 1138	Retirement of Boston city laborers; law amended.	S. W.	H. 1349	-	-
H. 1349	Retirement of Boston city laborers; law amended (based on H. 1138).	S. W.	Rep.	N. G. C.	-
	<b>4. Other Municipal Employees.</b>				
S. 191	Retirement of police and municipal court justices.	S. W.	L. W.	Ac.	-
H. 530	Pensions for police van drivers employed by the County of Suffolk or the city of Boston.	S. W.	L. W.	Ac.	-
H. 544	Pensions for janitors of schools and public buildings.	S. W.	L. W.	Ac.	-
	<b>d. Miscellaneous.</b>				
H. 553	Pensions for employees of savings banks and institutions for savings.	B. & B.	Rep.	Rej. by S.	-

## 7. SOCIAL INSURANCE.

S. 92	Establishment of a State system of old age annuities.	S. W.	N. G. C.	Ac.	-
S. 244	Report of the Special Commission on Social Insurance.	S. W.	S. 355 <sup>1</sup> S. 356 <sup>2</sup> S. 372 <sup>2</sup>	-	-
H. 1045	System of old age pensions for citizens.	S. W.	L. W.	Ac.	-
H. 1047	Establishment of a system of non-contributory old age pensions.	S. W.	L. W.	Am. by S. N. G. C.	-

## 8. SAVINGS BANK INSURANCE.

H. 694	Savings banks may insure lives of employees resident within the Commonwealth.	Ins.	Rep.	-	70 G.
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## 9. CO-OPERATIVE ASSOCIATIONS.

S. 170	Supervision of credit unions.	B. & B.	L. W.	Ac.	-
S. 228	Co-operative associations engaged in manufacturing further regulated.	J. J.	L. W.	Ac.	-
H. 477	Incorporation of the Massachusetts Credit Union Bank.	B. & B.	L. W.	Ac.	-

## 10. SMALL LOANS LAW.

S. 32	Rate of interest on small loans regulated.	L. A.	L. W.	Ac.	-
H. 717	Making of small loans further regulated.	L. A. L. A.	L. W. N. G. C.	Recons. Ac.	-

<sup>1</sup> See under *Industrial Insurance*, p. 64.<sup>2</sup> Not relevant to labor, and therefore omitted.

## 11. INDUSTRIAL EDUCATION.

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
<b>a. Agricultural Education.</b>					
S. 43	Establishing Smith's Agricultural School,	Ed.	S. 335	-	-
S. 90	Time for report of special commission on agricultural education extended.	J. R.	Rep.	-	Res. 4.
S. 136	Corporations to be organized to promote agriculture, and country life.	Ag.	S. 366	-	-
S. 137	The Massachusetts Agricultural College to be maintained by the Commonwealth.	Ag. & Ed.	S. 384	-	-
S. 335	Establishing Smith's Agricultural School (based on S. 43).	Ed.	O. P.	-	-
S. 362	Further improvements at the Massachusetts Agricultural School (based on H. 158, H. 159).	W. & M. Ag. & Ed.	O. P. O. P.	-	151 S.
S. 366	Appointment of trustees for county aid to agriculture, home-making, and country life (based on S. 136).	W. & M. Ag.	O. P. Ch. O. P.	Am. by H.	Res. 69
S. 373	Provision for maintenance of the Massachusetts Agricultural College.	S. W. & M.	S. 394	-	-
S. 373	Provision for maintenance of the Massachusetts Agricultural College.	Ag. & Ed. W. & M.	O. P. Ch. N. P.	Am. by S. Bill rej. by H.	-
S. 374	Establishment of two-year course in practical agriculture at the Massachusetts Agricultural College.	Ag. & Ed.	Rep.	Adop.	-
S. 384	Operation and maintenance of the Massachusetts Agricultural College by the Commonwealth (based on S. 137).	Ag. & Ed. W. & M.	O. P. O. P.	-	-
S. 394	Trustees for county aid to, and instruction in, agriculture (based on S. 366).	S. B. 3d R. Cos.	O. P. O. P.	-	262 G.
H. 159	Improvements for Massachusetts Agricultural College (based on H. 158).	Ag. & Ed.	S. 362	-	273 G.
H. 160	Buildings for the Market Garden Field Station at Lexington (based on H. 158).	Ag.	N. L.	H. sub. H. 1465 for N. L.	-
H. 332	Reimbursement for Northampton for support of Smith's Agricultural School.	Ed.	Rep.	-	-
H. 383	Cities may maintain schools of agriculture and horticulture.	W. & M. Ed.	O. P. L. W.	-	Res. 37
H. 673	Development of women's work at the Massachusetts Agricultural College.	Ed. Ag. & Ed.	L. W. N. G. C.	Recom. Ac.	-
H. 1465	Improvements at the Market Garden Field Station at Lexington.	-	-	Sub. by H. for H. 160	-
		W. & M.	O. P.	-	Res. 56
<b>b. Textile Schools.</b>					
S. 351	Transfer of the New Bedford Textile School to the city of New Bedford (based on H. 427, H. 455).	Ed. S. W. & M.	O. P. N. D. S. 378	-	-
S. 352	Transfer of the Lowell Textile School to the city of Lowell (based on H. 560, H. 561).	Ed.	Rep.	-	-
S. 353	Transfer of the Bradford Durfee Textile School to the city of Fall River (based on H. 830, H. 831).	S. W. & M. Ed.	N. D. S. 379 Rep.	-	-
S. 377	Transfer of the Bradford Durfee Textile School to the Commonwealth (based on S. 353, H. 830, H. 831).	S. W. & M.	N. D. S. 377	-	-
S. 378	Transfer of the Bradford Durfee Textile School to the Commonwealth (based on S. 353, H. 830, H. 831).	W. & M.	O. P. Ch.	Am. by H. & S.	248 G.
S. 379	Transfer of the New Bedford Textile School to the Commonwealth (based on S. 351).	W. & M.	O. P. Ch.	Am. by H.	246 G.
S. 379	Transfer of the Lowell Textile School to the Commonwealth (based on S. 352).	W. & M.	O. P. Ch.	Am. by H. & S.	274 G.
H. 7	Report of the trustees of the New Bedford Textile School.	Ed.	N. L.	Ac.	-
H. 292	Report of the trustees of the Bradford Durfee Textile School.	Ed.	N. L.	Ac.	-
H. 485	Transfer of the New Bedford Textile School to the Commonwealth.	Ed.	S. 351	-	-
H. 561	Transfer of the Lowell Textile School to the Commonwealth.	Ed.	S. 352	-	-
H. 831	Transfer of the Bradford Durfee Textile School to the Commonwealth.	Ed.	S. 353	-	-
H. 1260	Annual report of the trustees of the Lowell Textile School.	Ed.	N. L.	Ac.	-

11. INDUSTRIAL EDUCATION — *Concluded.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
<b>c. Education for the Handicapped.</b>					
S. 17	Abolition of the Massachusetts Commission for the Blind and establishment of the office of the Commissioner for the Blind.	Adm. & C.	H. 1548	-	-
S. 160	Certain aid to blind persons in business.	S. W.	N. G. C.	Ac.	-
S. 246	Report of the Supervisor of Administration on the Commission for the Blind.	Adm.	H. 1548	-	-
S. 311	Public institutions to purchase articles produced by the blind.	-	-	H. 887 as Am. 1362	-
S. 333	Use of certain institutions for re-education of disabled soldiers and sailors by the Federal Government (based on S. 1).	H. B. 3d R.	H. 1362	H. sub. H. 361	-
S. 315	To establish a department for the training of cripples (based on H. 161, H. 164, H. 687).	Ed.	O. P.	S. sub. S.	-
S. 361	To establish a bureau for the re-education of crippled sailors and soldiers (based on S. 333).	Ed. S. W. & M. H. W. & M.	O. P. O. P. N. D. H. 1529	H. sub. H. 1529 Sub. by S. for S. 333	-
H. 164	To provide facilities for training injured persons (based on H. 161).	S. B. 3d R.	Rep.	-	-
H. 230	Instruction of adult blind at their homes.	H. W. & M.	N. D. H. 1535	-	-
H. 687	To provide for the training of injured persons.	Ed.	S. 345	-	-
H. 732	To establish workshops and industrial schools for the blind, etc.	S. W. W. & M.	O. P. O. P.	-	55 G.
H. 887	Public institutions to purchase articles manufactured by the blind.	Ed.	S. 345	-	-
H. 1362	Public institutions to purchase articles manufactured by the blind (based on H. 887).	S. W.	L. W.	Ac.	-
H. 1529	To establish in the department of the Industrial Accident Board a division for the training of cripples and injured persons (based on S. 345).	P. I.	Rep. Ch.	Am. by S. See S. 311	-
H. 1535	To establish a division in the Board of Education for training of disabled soldiers and sailors, etc. (based on S. 361).	H. B. 3d R.	Rep.	Sub. by H. for S. 311	141 G.
H. 1548	Reorganization of the Massachusetts Commission for the Blind (based on S. 17, S. 246).	W. & M.	O. P.	Sub. by H. for S. 345	231 G.
H. 111	To establish a University of Massachusetts.	W. & M.	O. P.	-	230 G.
H. 161	Proposals relative to vocational education.	Adm. & C.	O. P.	-	-
H. 163	Establishment and maintenance of continuation schools for employees under 16 (based on H. 161).	H. W. & M.	O. P.	-	266 G.
H. 166	Appointment of an agent to assist in supervision of vocational guidance in public schools (based on H. 161).	Ed.	N. G. C.	Ac. See H. 1432	-
H. 562	Massachusetts School Fund for evening schools.	Ed.	N. L.	Ac.	-
H. 1231	To extend State-aided vocational education during the war.	Ed.	H. 1432	-	-
H. 1255	Report on establishing vocational schools in jails, etc.	H. W. & M.	O. P.	Bill sub. for L. W.	-
H. 1432	Special commission to investigate the State educational systems (based on H. 161, H. 163, H. 166, H. 562, H. 564 <sup>1</sup> ).	Ed.	N. G. C.	H. sub. H. 1494	-
H. 1494	To extend State-aided vocational education during the war.	Ed.	O. P.	Ac.	-
		H. W. & M.	O. P.	-	-
		Ed.	O. P.	-	Res. 88
		H. B. 3d R.	Rep.	Sub. by H. for H. 1231	-
		S. W. & M.	O. P.	-	206 G.

<sup>1</sup> Omitted as irrelevant to labor.

## 12. TRADE UNIONS.

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
H. 651	Property and funds of labor unions to be exempt from the operation of the income tax.	Tax.	L. W.	Ac.	-
H. 504	To require certain corporations to elect representatives of labor organizations to their directorates.	Mer. Aff.	L. W.	Ac.	-

## 13. LABOR DISPUTES.

H. 593	Notice to be given by mail to persons interested in normality of business hearings.	La. W. & M.	Rep. O. P.	-	-
H. 712	Strikes and lockouts to be discouraged during the prosecution of the war.	La.	L. W.	Ac.	251 G.

## 14. LICENSED OCCUPATIONS.

<b>a. Plumbers and Electricians.</b>					
S. 94	Supervision of the business of plumbing and regulation of examinations therefor.	Adm. & C.	L. W.	Ac.	-
H. 885	Fees for registration of master and journeymen plumbers further regulated.	P. H.	L. W.	Ac.	-
H. 1487	Renewal of electricians' certificates held by men in military or naval service regulated.	Mer. Aff.	Rep. Ch.	-	213 G.
<b>b. Miscellaneous.</b>					
H. 207	Fees for registration of nurses further regulated (based on H. 205).	P. H.	Rep.	-	-
H. 435	Licenses for aliens.	H. W. & M.	N. P.	Ac.	-
H. 715	Residents only of cities and towns to be granted junk-dealers' licenses.	L. A.	L. W.	Ac.	-
H. 716	Junk-dealers' licenses may be suspended.	L. A.	L. W.	Ac.	-
H. 909	Membership and salaries of the Board of Registration of Nurses further regulated.	P. S.	L. W.	Ac.	-
H. 1473	Licenses to lobster fishermen, issuance of, further regulated.	F. & G.	Rep.	-	212 G.
H. 1511	Fees for certified statements from various boards of registration regulated (based on H. 1185).	Jt. W. & M.	Rep.	H. sub. H. 1525	-
H. 1525	Fees for certified statements from various boards of registration regulated (based on H. 1185).	-	-	- <sup>1</sup>	217 G.

## 15. PUBLIC EMPLOYMENT.

<b>a. Employees under Civil Service Law.</b>					
<i>1. General.</i>					
S. 14	Reinstatement of certain persons in the public service.	P. S.	S. 225	-	-
S. 225	Reinstatement of certain persons in the public service (based on S. 14).	P. S.	N. P.	Bill rej. by S.	-
S. 315	Classification and control of certain offices (based on H. 1175).	P. S.	O. P. Ch.	Am. into S. 370	-
S. 370	Classification and control of certain offices (based on S. 315).	H. W. & M.	O. P.	Sub. by S. for S. 315	228 G.
H. 96	Extension of the Civil Service Law to counties (based on H. 95).	P. S.	N. L.	Ac.	-
H. 97	Certification of employees regulated (based on H. 95).	P. S.	N. L.	Ac.	-

<sup>1</sup> H. 1511 as amended and passed to be engrossed.

15. PUBLIC EMPLOYMENT — *Continued.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
	<b>a. Employees under Civil Service Law</b> — Con.				
	1. <i>General</i> — Con.				
H. 455	Removal, suspension, and reduction of employees regulated.	P. S.	H. 1384	-	-
H. 627	Extension of the Civil Service Law to certain municipal employees.	P. S.	L. W.	Ac.	-
H. 771	Building commissioners, inspectors, etc., under civil service.	P. S.	L. W.	Ac.	-
H. 908	Removals and suspensions in the classified service regulated.	P. S.	H. 1384	-	-
H. 1035	Duties of the Civil Service Commission enlarged.	P. S.	H. 1384	-	-
H. 1384	Removals, suspensions, and reductions in the classified civil service regulated (based on H. 455, H. 908, H. 1035).	P. S. Cos.	O. P. O. P. Ch.	Am. by H. H. sub. H. 1492.	- -
H. 1492	Removals, suspensions, and reductions in the classified civil service regulated (based on H. 455, H. 908, H. 1035).	- S. W. & M.	- O. P. Ch.	- Am. by S. 1492. -1	- 247 G.
	2. <i>Firemen and Policemen.</i>				
H. 401	Chief of the fire department of the town of Hudson.	P. S.	H. 1343	-	-
H. 420	Reorganization of the District Police.	Adm. & C.	L. W.	Ac.	-
H. 518	Chief of the Springfield Fire Department.	P. S.	Rep.	-	34 S.
H. 761	Status of police officers in the classified service now serving in the U. S. army or navy.	P. S.	L. W.	Ac.	-
H. 762	Chief engineer, and first and second engineers of the Brockton Fire Department.	P. S.	Rep.	-	59 S.
H. 773	Chief of police of the town of Wareham.	P. S.	Rep.	H. sub. H. 1334	-
H. 774	Beverly chief of police.	P. S.	L. W.	Ac.	-
H. 1334	Chief of police of the town of Wareham (based on H. 773).	H. B. 3d R.	Rep.	Sub. by H. for H. 773	99 S.
H. 1342	Chief of police of the town of Hudson.	P. S.	Rep.	-	107 S.
H. 1343	Chief of the fire department of the town of Hudson (based on H. 401).	P. S.	Rep.	H. sub. H. 1375	-
H. 1375	Chief of the fire department of the town of Hudson (based on H. 1343).	H. B. 3d R.	Rep.	Sub. by H. for H. 1343	108 S.
H. 1503	Attleboro Chief of Police.	Cit.	Rep.	-2	-
	3. <i>Public Employees in Military or Naval Service.</i>				
H. 454	To preserve the civil service ratings of persons in military or naval service.	P. S. P. S.	L. W. H. 1373	Recom. -	- -
H. 624	Civil service positions for honorably discharged sailors or soldiers.	P. S.	L. W.	Ac.	-
H. 625	To exempt Spanish American War veterans from civil service regulations.	P. S.	L. W.	Ac.	-
H. 761	To define the status of police officers in the classified service now serving in the U. S. army or navy.	P. S.	L. W.	Ac.	-
H. 907	Non-removal or suspension of veteran soldiers and sailors in the service of the Commonwealth.	P. S.	L. W.	Ac.	-
H. 1036	To preserve the civil service standing of soldiers and sailors.	P. S.	H. 1373	-	-
H. 1373	To preserve the civil service standing of soldiers and sailors (based on H. 454, H. 1036).	P. S.	Rep.	H. sub. H. 1411	-
H. 1381	Leave of absence for municipal officers wishing to enter U. S. military or naval service.	Tns.	H. 1435	-	-
H. 1411	To preserve the civil service standing of soldiers and sailors (based on H. 1373).	H. B. 3d R.	Rep.	Sub. by H. for H. 1373	160 G.
H. 1435	Authorizing cities and towns to fill temporarily positions of municipal officers engaged in military or naval service (based on H. 1381).	Tns.	Rep.	Am. by S.	185 G.

<sup>1</sup> Moved to be substituted for H. 1384 as amended.<sup>2</sup> Referred to next General Court under the 12th Joint Rule.

15. PUBLIC EMPLOYMENT — *Continued.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
	<b>a. Employees under Civil Service Law</b> — Con.				
	4. <i>Other Public Employees.</i>				
S. 20	Transfer of employees and laborers in the service of the Boston Transit Commission.	Met. Aff. S. B. 3d R.	Rep. H. 1217	Recons. Am.	—
S. 48	Chicopee Superintendent of Streets.	P. S.	Rep.	—	38 S.
S. 183	More inspectors for the Metropolitan District Fire Prevention Commission under civil service.	Met. Aff.	L. W.	Ac.	—
S. 219	Chimer of the City of Fall River.	P. S.	L. W.	Ac.	—
H. 99	Appointment of heads of departments and members of municipal boards of the City of Boston (based on H. 95).	P. S.	N. L.	Ac.	—
H. 898	To exempt from civil service rules certain employees of the Metropolitan Water and Sewerage Board.	P. S.	L. W.	Ac.	—
H. 899	Superintendents of streets and street commissioners of cities and towns.	P. S.	L. W.	Ac.	—
H. 900	Superintendent of public buildings of Fall River.	P. S.	Rep.	Am. and rej. by H.	—
H. 906	Janitors of county buildings.	P. S.	L. W.	Ac.	—
H. 1037	Chicopee Superintendent of Streets.	P. S.	L. W.	Ac.	—
H. 1134	Springfield Building Commissioner.	P. S.	Rep.	—	116 S.
H. 1217	Transfer of Boston Transit Commission laborers and employees.	S. B. 3d R.	Rep.	Sub. by H. for S. 20	24 G.
H. 1451	Attendance officer of Watertown public schools.	Tns.	Rep.	—	156 S.
	<b>b. Wages and Salaries.</b>				
	1. <i>State Employees (General).</i>				
S. 49	To establish salaries of State inspectors of weights and measures.	P. S.	L. W.	Ac.	—
S. 214	To establish compensation of certain employees in State institutions.	P. S.	L. W.	Ac.	—
S. 316	Joint Committee for investigation of salaries of State employees (based on H. 1175).	P. S.	Rep.	See S. 395	—
S. 346	To establish salaries of members of the State Board of Conciliation and Arbitration (based on H. 1154).	—	—	N. D. of H. 1154	—
S. 395	Joint Committee for investigation of salaries of State and county officers and employees (based on H. 1175).	H. W. & M. P. S.	O. P. Ch. Rep.	Am. by H. Recess Com.	225 G.
S. 396	Compensation of certain employees of the Commonwealth and counties.	P. S.	Rep.	—	—
S. 411	Compensation of certain employees of the Commonwealth and counties (based on S. 396).	S. W. & M. S. W. & M. S. W. & M.	N. D. O. P. N. D. S. 423	S. 411 Recom. —	— — —
S. 415	Joint Committee for investigation of salaries, etc. (based on S. 395).	P. S. Jt. R.	O. P. O. P.	— —	— Res. 86
S. 418	To establish salaries of officers, members, clerks, and stenographers of the District Police.	—	—	Sub. by S. for H. 184	—
S. 419	Additional temporary inspectors for the State Board of Labor and Industries (based on H. 1583).	S. W. & M. P. S. W. & M.	O. P. Ch. O. P. Ch. O. P.	Am. by S. — —	275 G. — 276 G.
S. 423	Compensation of certain employees of the Commonwealth and counties (based on S. 411).	W. & M. Cos.	O. P. O. P.	— —	— 260 G.
H. 91	To establish salaries of prison officers (based on H. 80).	P. S.	N. G. C.	Ac.	—
H. 183	To establish salaries, etc., of clerical force in the District Police (based on H. 180).	P. S.	N. L.	Ac.	—
H. 184	To establish salaries of officers, members, clerks, and stenographers of the District Police (based on H. 180).	P. S.	Rep.	S. sub. S. 418	—
H. 187	To establish salaries, etc. of State inspectors of weights and measures (based on H. 186).	Mer. Aff.	H. 1389	—	—
H. 188	Appointment of additional State inspectors of weights and measures (based on H. 180).	Mer. Aff.	H. 1389	—	—
H. 200	To establish salaries of certain employees in the employ of the Commissioner of State Aid and Pensions (based on H. 198).	P. S.	H. 1388	—	—

15. PUBLIC EMPLOYMENT — *Continued.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
<b>b. Wages and Salaries — Con.</b>					
1. <i>State Employees (General) — Con.</i>					
H. 348	To establish wages of certain employees of the Commission on Waterways and Public Lands.	P. S.	L. W.	Ac.	-
H. 349	Reimbursement for loss of wages by special police officers of the District Police.	P. S. H. W. & M.	Rep. N. D. H. 1226	- -	- -
H. 350	Standardization of grades and salaries in the civil engineering service of the Commonwealth.	P. S.	L. W.	Ac.	-
H. 400	To establish salaries of certain State employees.	P. S.	L. W.	Ac.	-
H. 618	Standardization of certain salaries in the Executive Department.	P. S.	N. G. C.	Ac.	-
H. 622	Appointment and compensation of parole clerk in the Massachusetts Reformatory.	P. S.	N. G. C.	Ac.	-
H. 623	Employees of the Commonwealth entitled to temporary increase in salary.	P. S.	L. W.	Ac.	-
H. 763	To establish salary of clerk at State Prison, and clerk at Massachusetts Reformatory.	P. S.	L. W.	Ac.	-
H. 778	To extend functions and increase salaries of members of the Civil Service Commission.	P. S.	L. W.	Ac.	-
H. 895	To establish salaries of assistants in the Department of the Adjutant General.	P. S.	N. G. C.	Ac.	-
H. 896	To reimburse certain State employees for loss of increase of salaries.	P. S.	H. 1543	-	-
H. 897	Appointment and salary of parole officer at the Massachusetts Reformatory.	P. S.	N. G. C.	Ac.	-
H. 1031	Appointment and salary of parole clerk of the Massachusetts Reformatory.	P. S.	N. G. C.	Ac.	-
H. 1032	To provide for payment of overtime work by employees of the Commonwealth.	P. S.	L. W.	Ac.	-
H. 1033	To establish compensation of elevator men employed in the State House.	P. S.	H. 1546	-	-
H. 1154	To establish salaries of the members and secretary of the State Board of Conciliation and Arbitration.	P. S. S. W. & M.	N. G. C. O. P. N. D. S. 346	S. sub. bill for N. G. C. -	- -
H. 1175	Report of special committee on the standardization of salaries in the State service.	Sp. Com.	S. 315 <sup>1</sup>	- <sup>2</sup>	-
H. 1226	To reimburse certain employees of the District Police for loss of wages (based on H. 349).	P. S. W. & M.	Rep. Rep.	- -	- Res. 21
H. 1388	To establish salaries of assistants, clerks, and agents of the Commissioner of State Aid and Pensions (based on H. 198, H. 200, H. 770).	P. S. W. & M.	O. P. O. P.	- Am. by S.	- 164 G.
H. 1389	To establish salaries, etc., of inspectors in the office of the Commissioner of Standards <sup>3</sup> (based on H. 188, H. 200).	Mer. Aff. W. & M.	O. P. O. P.	- -	- 218 G.
H. 1543	To reimburse certain State employees for loss of increase of salaries (based on H. 896).	P. S. H. W. & M.	Rep. N. P.	- Bill rej. by H.	- -
2. <i>Public Employees in Military or Naval Service.</i>					
H. 136	Compensation of city and town employees in active service in the Massachusetts State Guard.	Mil. Aff.	L. W.	Ac.	-
H. 396	Monthly payments for drafted city and town employees.	Mil. Aff.	H. 1275	-	-
H. 874	To authorize cities, towns and counties to pay to employees part salary while in the U. S. military or naval service.	Mil. Aff.	H. 1275	-	-
H. 875	To authorize counties, cities and towns to pay employees the difference between their military and regular salaries.	Mil. Aff.	H. 1275	-	-
H. 1007	To authorize counties, cities and towns to pay employees the difference between their military and regular salaries.	Mil. Aff.	H. 1275	-	-

<sup>1</sup> See under *Employees under Civil Service*, p. 69.<sup>2</sup> See also Senate Bills 316, 395, 415.<sup>3</sup> Name changed from Commissioner of Weights and Measures. See Gen. Acts, 1918, c. 218, § 1.



15. PUBLIC EMPLOYMENT — *Continued.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
	<b>b. Wages and Salaries — Con.</b>				
	<i>2. Public Employees in Military or Naval Service — Con.</i>				
H. 1008	To authorize counties, cities and towns to pay to employees the difference between their military and regular salaries.	Mil. Aff.	H. 1275	-	-
H. 1120	Compensation for State employees while on duty as members of the State Guard.	Mil. Aff.	L. W.	Ac.	-
H. 1275	To authorize counties, cities and towns to pay to employees the difference between their military and regular salaries.	Mil. Aff.	O. P.	Am. by. H. Recons.	-
		Mil. Aff.	Rep.	H. sub. H. 1289	-
H. 1289	To authorize counties, cities and towns to pay to employees the difference between their military and regular salaries.	S. W. & M.	O. P.	- <sup>1</sup>	-
	<i>3. Certain Employees at the State House.</i>				
S. 163	Compensation for travel by doorkeepers and assistants of the General Court (based on H. 620).	P. S. W. & M.	O. P. O. P.	- Am. by S.	- 66 G.
S. 309	Compensation of certain employees of the General Court (based on H. 621).	S. B. 3d R.	Rep.	Sub. by S. for H. 621	-
				S. sub. S. 314	-
S. 314	Compensation of certain legislative employees of the General Court (based on S. 309).	-	-	Sub. by S. for S. 309	118 G.
H. 619	Classification of employees appointed by the Sergeant-at-Arms.	P. S. H. W. & M.	Rep. N. P.	- Ac.	- -
H. 620	Compensation for travel by doorkeepers and their assistants of the General Court.	P. S.	S. 163	-	-
H. 621	Compensation of legislative employees, . . .	P. S. W. & M.	L. W. O. P. Ch.	Bill sub. for L. W.	-
				S. sub. S. 309	-
H. 768	Appointment and compensation of assistant clerk for the Legislative Document Division.	P. S.	N. G. C.	Ac.	-
H. 1034	To increase wages of scrubwomen, . . .	P. S.	L. W.	Ac.	-
H. 1546	Compensation of assistant watchmen and elevator men (based on H. 1033).	P. S. H. W. & M.	Rep. O. P.	- H. sub. H. 1572.	- -
H. 1572	Compensation of assistant watchmen and elevator men (based on H. 1546).	H. B. 3d R.	Rep.	Sub. by H. for H. 1546	-
		S. W. & M.	O. P.	-	242 G.
	<i>4. School Teachers.</i>				
S. 340	Minimum salary for certain teachers (based on H. 1069).	Ed. S. W. & M.	O. P. O. P.	Am. by S.	-
H. 1069	Minimum salary for school teachers, . . .	Ed.	S. 340 S. 341	- -	197 G. -
	<i>5. County Employees.<sup>2</sup></i>				
S. 212	Clerical assistance for county treasurers and salary therefor.	P. S. P. S.	L. W. N. G. C.	Recom. S. sub. S. 339	- -
S. 339	Clerical assistance for Essex county treasurer, .	-	-	Sub. by S. for S. 212	-
S. 357	Clerical assistance for Essex County treasurer (based on S. 339).	S. W. & M. S. W. & M. Cos.	S. 357 O. P. N. G. C.	- - Ac.	- -
S. 396	Temporary increase in salary of certain county employees.	P. S. S. W. & M.	Rep. N. D. S. 411	- -	- -
S. 411	Temporary increase in salary for certain State and county employees (based on S. 396).	S. W. & M. S. W. & M.	O. P. N. D. S. 423	Recom. -	- -
S. 423	Temporary increase in salary for certain State and county employees (based on S. 411).	S. W. & M. Cos.	O. P. O. P.	- -	260 G.
H. 139	Clerical assistance for Hampshire County Treasurer.	P. S. S. W. & M. Cos.	L. W. O. P. O. P.	Recom. -	- -
H. 772	Salaries of officers in county penal institutions,	P. S.	N. D. H. 1533	-	162 G.
H. 1155	To establish grades for salaries of clerks of county treasurers.	P. S.	L. W.	Ac.	-
H. 1533	Minimum salaries for officers of county penal institutions (based on H. 772).	P. S. Cos. S. W. & M.	Rep. O. P. O. P. Ch.	- Am. by H. Am. by S.	- -

<sup>1</sup> House 1275, as amended and passed to be engrossed. Bill rejected by the Senate.<sup>2</sup> Bills relative to the salaries of clerks of courts and court officers have been omitted.

15. PUBLIC EMPLOYMENT — *Continued.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
	<b>b. Wages and Salaries — Con.</b>				
	<b>5. County Employees — Con.</b>				
H. 1534	Minimum salaries for officers of county penal institutions (based on H. 772).	-	-	- <sup>1</sup>	-
	<b>6. City and Town Officers and Employees.</b>				
H. 234	Compensation of probation officers (based on H. 232).	S. W.	N. G. C.	Ac.	-
H. 424	Wages of employees of the city of Worcester,	Cit.	Rep.	Am. by S.	84 S.
H. 608	Approval of pay-rolls, etc., in cities other than Boston.	M. F.	Rep.	-	23 G.
H. 1001	Establishment and salaries for a Boston Junior Police Department.	Met. Aff.	L. W.	Ac.	-
H. 1460	Compensation of reserve police officers in the city of Revere.	Cit.	Rep.	-	150 S.
H. 1507	Salaries of the officers of the city of Beverly regulated.	Cit.	L. W.	Ac.	-
	<b>7. Miscellaneous.</b>				
S. 35	Wages of certain employees of the Metropolitan Water and Sewerage Board and the Metropolitan Park Commission.	Met. Aff.	L. W.	Ac.	-
S. 316	Appointment of joint commission for investigation of salaries and vacations of public employees (based on H. 1175 <sup>2</sup> ).	P. S.	Rep.	See S. 395 <sup>2</sup> See S. 415 <sup>2</sup>	- -
	<b>c. Hours of Labor.</b>				
S. 103	Day and night forces, and hours thereof, for permanent members of fire departments.	Cit.	N. G. C.	Ac.	-
S. 313	Two-platoon service for firemen in Holyoke (based on H. 423).	-	-	Sub. by S. for H. 423	128 S.
H. 352	Hours of labor of laborers, workmen, and mechanics employed on highways and bridges under the supervision of the Massachusetts Highway Commission.	R. & B.	L. W.	Ac.	-
H. 423	Two-platoon service for fire forces in Holyoke.	Cit.	N. G. C.	S. sub. S. 313	-
H. 824	Hours of duty of members of the fire department of the City of Boston.	Cit.	N. G. C.	Ac.	-
	<b>d. Vacations, Half-holidays and Days Off.</b>				
S. 21	Vacations for certain metropolitan employees.	Met. Aff.	L. W.	Ac.	-
S. 56	Half-holiday for laborers in the town of Needham.	Tns.	L. W.	Ac.	-
H. 379	Saturday half-holiday for laborers, teamsters, and mechanics in the city of Quincy.	Cit.	Rep.	-	32 S.
H. 380	Half-holiday for laborers in the city of Waltham.	Cit.	H. 1256	-	-
H. 381	Vacations for laborers in the City of Newton.	Cit.	L. W.	Ac.	-
H. 681	Days off for Boston policemen.	Cit.	L. W.	Ac.	-
H. 683	Time off for firemen in Chelsea.	Cit.	N. G. C.	Ac.	-
H. 684	Time off for policemen in certain cities.	Cit.	L. W.	Ac.	-
H. 905	Vacations for laborers, workmen and mechanics employed by the Commonwealth.	P. S.	L. W.	Ac.	-
H. 1256	Saturday half-holiday for laborers, teamsters and mechanics employed by the City of Waltham (based on H. 380).	Cit.	Rep.	-	80 S.
	<b>e. Corrupt Practices.</b>				
S. 46	Police officers not to act as interpreters, when.	L. A.	L. W.	Ac.	-
S. 220	Holding of more than one of certain offices in Bristol County prohibited.	P. S.	L. W.	Ac.	-
S. 279	To protect public employees from extortion for campaign purposes.	E. L.	Rep.	-	146 G.
H. 495	To prohibit certain public officers from soliciting attorneys in certain cases.	J. J.	L. W.	Ac.	-

<sup>1</sup> Moved to be substituted for H. 1533; motion rejected.<sup>2</sup> See under *State Employees (General)*, p. 71.

15. PUBLIC EMPLOYMENT — *Concluded.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
<b>f. Miscellaneous.</b>					
S. 24	Women eligible for service on health boards, .	P. H.	L. W.	Ac.	-
S. 84	Appointment of weighers and surveyors regulated.	Mer. Aff.	Rep.	-	-
S. 153	Police officers for temporary service in the Metropolitan Park Commission.	S. B. 3d R.	S. 276	-	-
S. 276	Appointment of local weighers and measurers and surveyors of commodities (based on S. 84).	Met. Aff.	O. P.	-	-
		W. & M.	O. P.	-	82 G.
		S. B. 3d R.	Rep.	-	65 G.
H. 190	Appointment of weighers of coal, coke and charcoal (based on H. 186).	Mer. Aff.	N. L.	Ac.	-
H. 228	Appointment and removal of inspection force of the State Board of Labor and Industries.	P. S.	N. L.	Ac.	-
H. 233	Deputy sheriffs not to be eligible to appointment as probation officers (based on H. 232).	S. W.	N. G. C.	Ac.	-
H. 503	Inspectors of masonry to have practical experience.	Mer. Aff.	L. W.	Ac.	-
H. 513	Appointment of school nurses, .	P. H.	L. W.	Ac.	-
H. 555	To place Somerville school janitors under jurisdiction of the school committee.	Cit.	L. W.	Ac.	-
H. 556	To place Somerville school janitors under jurisdiction of the school committee.	Cit.	L. W.	Ac.	-
H. 671	Appointment of tree wardens in towns, .	Ag.	Rep.	Bill rej. by H.	-
H. 775	Additional watchmen at the State House, .	P. S.	H. 1268	-	-
H. 856	To authorize appointment of women as special police officers.	L. A.	H. 1391	-	-
H. 954	To require teachers to take oath of allegiance to the United States.	Ed.	L. W.	Ac.	-
H. 1043	Junior police organizations for cities and towns, .	S. W.	L. W.	Ac.	-
H. 1252	To authorize the governor to increase temporarily the force of the District Police.	P. S.	Rep.	-	37 G.
		W. & M.	O. P.	-	-
H. 1268	Additional watchmen at the State House (based on H. 775).	P. S.	Rep.	-	-
		W. & M.	O. P.	-	84 G.
H. 1391	To authorize appointment of women as special police officers (based on H. 856).	L. A.	Rep.	Am. by S.	168 G.
H. 1425	Promotion of call firemen in Marlborough, .	Cit.	Rep.	Am. by S.	158 S.
H. 1545	Appointment of treasurers and stewards in State institutions (based on H. 1185).	H. W. & M.	Rep.	-	239 G.
H. 1622	Bonds required of certain employees of the Commonwealth.	H. W. & M.	Rep.	-	294 G.
P. D. 12	Separation of the Detective Department and Boiler Inspection Department of the District Police.	Adm. & C.	N. L.	Ac.	-

## 16. RAILROAD LABOR.

H. 358	Hours of labor of employees of street railway companies.	S. Rys.	L. W.	Ac.	-
H. 792	To suspend the law regulating hours of labor of street railway employees during the war.	S. Rys.	L. W.	Ac.	-

## 17. PRISON LABOR.

H. 76	Use of prison labor at the Rutland State Sanatorium (based on H. 62).	P. I.	H. 1466 <sup>1</sup>	-	-
H. 80	Compensation for inmates of prisons recommended.	P. I.	N. L.	Ac.	-
H. 85	To provide for taking of land for the employment of prisoners (based on H. 80).	P. I.	H. 1467	-	-
H. 93	Compensation for inmates of the State Prison, Reformatory for Women, and the Prison Camp and Hospital (based on H. 80).	P. I.	Rep.	-	-
		H. W. & M.	N. P.	Ac.	-

<sup>1</sup> See under *Industrial Sanitation*, p. 61.

17. PRISON LABOR — *Concluded.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
H. 336	Penalty for escape of prisoners while at work.	J. J. P. I.	L. W.	Ac.	-
H. 345	Employment of certain convicts in road construction.		L. W.	Ac.	-
H. 346	Labor of prisoners on land used for agricultural and domestic purposes.	P. I. S. W. & M. Cos.	Rep. O. P. O. P. Ch.	- Am. rej. by H.	- 159 G.
H. 434	Custody of prisoners removed to county industrial farms.	J. J.	H. 1361	-	-
H. 1361	Custody of prisoners removed to county industrial farms (based on H. 434).	J. J.	Rep.	Am. by H.	156 G.
H. 1467	Purchase of land on which to employ prisoners in farming (based on H. 80, H. 85).	P. I. H. W. & M.	O. P. O. P.	- N. G. C.	- -

## 18. LEGAL HOLIDAYS.

H. 128	Designating the twelfth day of February of each year a legal holiday to be known as "Lincoln Day."	L. A.	L. W.	Ac.	-
H. 299	Designating the first Monday of October as Massachusetts Day. <del>the day has been the 1st of the year</del>	Ed.	L. W.	Ac.	-

## 19. SUNDAY LABOR AND WEEKLY DAY OF REST.

S. 272	To permit the taking of animals from traps on the Lord's Day (based on H. 39).	-	-	Sub. by S. for H. 39	-
H. 39	To permit the taking of animals from traps on the Lord's day (based on H. 34).	S. B. 3d R. F. & G.	Rep. Rep.	S. sub. S. 272	53 G.
H. 440	To permit the carrying on of the business of bootblacking on the Lord's Day.	L. A.	L. W.	Ac.	-
H. 499	To permit playing of baseball and golf on the Lord's Day.	L. A.	L. W.	Ac.	-
H. 501	To permit fishing on the Lord's Day.	L. A.	L. W.	Ac.	-

## 20. HOUSING OF WORKING PEOPLE.

S. 87	To authorize cities and towns to make grants of land for homestead purposes.	S. W.	L. W.	S. sub. S. 392 for L. W.	-
S. 299	Boards of survey for towns (based on S. 299, H. 360).	Tns.	Rep.	-	135 G.
S. 392	To authorize cities and towns to provide their citizens with homesteads (based on S. 87).	-	-	-1	-
S. 410	To authorize cities and towns to provide their citizens with homesteads (Senate 392 as passed to be engrossed).	-	-	N. D. of S. 392	-
H. 231	To authorize the Homestead Commission to provide homesteads for citizens.	Tns.	H. 1447	Rej. by H.	-
H. 529	To authorize the Homestead Commission to construct homesteads in Holyoke.	S. W.	L. W.	Ac.	-
H. 783	To authorize the city of Worcester to provide homesteads for citizens.	S. W.	L. W.	Ac.	-
H. 784	To authorize the Homestead Commission to provide homesteads for citizens of Worcester.	S. W.	L. W.	Ac.	-
H. 785	To authorize cities to constitute planning boards as boards of survey.	S. W.	L. W.	Ac.	-
H. 913	To authorize the city of Lawrence to provide homesteads for its citizens.	S. W.	L. W.	Ac.	-

<sup>1</sup> Substituted by Senate for L. W. on S. 87, N. D. S. 410.

20. HOUSING OF WORKING PEOPLE — *Concluded.*

House or Senate Bill	SUBJECT MATTER.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
H. 914	To authorize the city of New Bedford to provide homesteads for its citizens.	S. W.	L. W.	Ac.	-
H. 1059	Relative to payment of loans secured by mortgages on homesteads.	B. & B.	L. W.	Ac.	-
H. 1140	To authorize the Homestead Commission to construct homesteads in Haverhill.	S. W.	L. W.	Ac.	-
H. 1210	Additional copies of the annual report of the Homestead Commission.	Jt. W. & M.	Rep.	-	Res. 20
H. 1447	To enlarge the powers of the Homestead Commission (based on H. 231).	S. W. W. & M.	O. P. O. P. Ch.	- Am. by S.	- 204 G.

## 21. MISCELLANEOUS.

S. 204	Furniture movers to report regarding removals.	L. A.	N. G. C.	Ac.	-
S. 420	Investigation of the State Board of Labor and Industries (based on H. 1583).	P. S.	O. P.	-	Res. 73
H. 19	Annual summary of labor statistics by the Bureau of Statistics.	-	-	- <sup>1</sup>	-
H. 308	Furniture movers to report regarding removals.	L. A.	N. G. C.	Ac.	-
H. 385	Employment of certain aliens in military and other service.	F. R.	H. 302	-	-
H. 982	Furniture movers to report regarding removals.	L. A.	N. G. C.	Ac.	-
H. 1096	Exchange of vouchers or receipts between employers and employees in certain cases.	La.	L. W.	Ac.	-

<sup>1</sup> Placed on file.

## III.

## RECOMMENDATIONS CONCERNING LABOR IN THE INAUGURAL ADDRESS OF THE GOVERNOR, 1918.

## THE WAR, AND THE SHORTAGE OF LABOR.

. . . On the tenth of last February our Committee of Public Safety was appointed, — the first committee of that kind in any State in the Union. This committee has developed a most effective organization. Under the leadership of its chairman, Mr. James J. Storrow, and its executive manager, Mr. Henry B. Endicott, it has helped greatly in the war work of the Commonwealth, and has rendered invaluable assistance in adjusting industrial disputes and securing fuel and food. The men upon this committee, however, are only representative of the great mass of citizens of the Commonwealth. Patriotism is everywhere. The desire to help the country is everywhere. The farmers have made sacrifices to augment the production of food. Large numbers of boys have volunteered to work upon the farms in order to supply the shortage of labor, and have given their services without pay. Lawyers, physicians, journalists, men of business, working men, — including the leaders of labor organizations, — judges upon the bench, earnest and patriotic women by the tens of thousands have eagerly sought avenues of service, and have helped make the Commonwealth a compact and organized unit in supporting the country.

## WORKMEN'S COMPENSATION.

During the year ending June 30, 1913, which was the first year of the Workmen's Compensation Act, there was paid out to injured workers in the form of compensation and medical assistance \$1,667,000. In the year ending last June there was paid out over \$5,000,000 for compensation and medical treatment. This increase is great and appalling. During the last two years accidents have nearly doubled in number and severity. Reports indicate that since last June the increase has mounted to an even greater degree, — due in a measure to the supplanting of old and experienced workers by those who were inexperienced. It has been estimated that more people are now killed and injured in industry in the United States in a four-year period than were killed in battle or died of disease or wounds during the entire Civil War. This wastage of human life creates a heavy and an unpardonable drain in time of peace, but it is even more deplorable in time of war. We should increase the safeguards against accidents. There is a great social loss in addition to the individual loss which is suffered. Compensation is a very necessary and beneficent thing, but the prevention of the destruction of the lives and limbs of workers is far better than compensation, which cannot restore them again. It is estimated that the economic waste from accidents alone in the Commonwealth exceeds fifteen millions of dollars every year. I recommend that the Legislature carefully investigate this subject, with a view to providing remedial legislation.

## INDUSTRIAL HEALTH INSURANCE.

There is another subject which is kindred to the one I have just referred to, and is of no less importance. In my address to the General Court a year ago I referred to the subject of health insurance for the protection and promotion of the physical well-being of the workers of the Commonwealth. The Board of Charity and Bureau of Statistics have recently undertaken the study of the causes of dependency of widows with families receiving assistance under the Mothers' Aid Law. This beneficent measure, designed to prevent the breaking of family ties, now aids over three thousand families, at an expense of approximately one million dollars each year. The investigation shows that the dependency in three cases out of four is caused by the death from sickness of the father in his prime. Where the dependency was caused by incapacity instead of death, sickness was again the preponderating cause. The men whose families were thus deprived of support had previously been employed as skilled workmen with good wages, and yet they were unable to make provision against death or serious illness. Life insurance had been sought by many of them, but the amount of the insurance had been totally inadequate — amounting in most instances to but a few hundred dollars — and was largely consumed by expenses of the last sickness and of burial. I believe these facts, and others to be found in the report to which I have referred, should receive the consideration of the General Court. They indicate that the illness of our workers is a chief cause of the dependency which costs us great sums of money each year, and that a further cause is to be found in the premature death of productive workmen. A great amount of this staggering loss and the resulting expense might be averted by prompt and adequate medical care, such as a well-organized system of health insurance would supply, and such as it does supply in those countries which have established such a system. As I have said, general legislation should at the present session be undertaken with unusual caution. But the care of the workers has a very special reference to our efficiency in war. Their labor becomes all the more necessary, for the struggle is not merely between men, but between the productive forces of the nations.

New and untrained workers, especially women, who are entering employments heretofore carried on exclusively by men, must be protected if we are to avoid the costly mistakes made by some of the nations during the earlier years of the war. The places left in our social order by the men who have entered the military service must be taken by others, who in the first instance require training and are particularly subject to accident. We should not permit our industrial life to slacken. The farms and mills and factories which are essential to our strength should be kept producing at full capacity. Good authorities declare that for every man on the battle front seven are required at home to keep him an effective fighting unit. No subject can better engage your attention at a time like this than that which relates to the conservation of the human resources of the Commonwealth and the preservation and the efficiency of her men and women. A comprehensive system which would so far as possible do away with the waste resulting from accident and sickness would be a wise, humane and beneficent measure. It would strengthen the hands of the country in war, and would result in the saving of very many millions of dollars each year to the Commonwealth. At the last session the committee of the Legislature which considered my recommendations for health and old age insurance were of the opinion that

the advent of the war, after I had made my recommendations, made it advisable, as a measure of present economy, to adjourn their consideration. That view would necessitate their further adjournment until the end of the war. I believe firmly in the wisdom and justice both of health and of old age insurance, and of the inevitableness of their coming. Very much is to be said in favor of both even in war time, and especially in favor of the immediate conservation of the health of our workers.

. . . . .

#### CONTINUATION SCHOOLS.

The war must not distract our attention from the necessity of education. There has been a marked falling off in the number of scholars in our normal schools which will have a tendency to lessen the number of our trained teachers. The high wages of labor encourage young people to leave school and seek employment. The money thus obtained is often needed in the homes. In order that this condition may interfere as little as possible with the education of the boys and girls, it would seem to be wise that the attendance upon our continuation schools in such cases should be made compulsory throughout the Commonwealth, as it is now in the city of Boston.

. . . . .

#### VOCATIONAL EDUCATION.

I also recommend the study of the question of educating men who may find it necessary, on account of injury received in the service, to renew the same or adopt some form of employment other than that which they had followed before entering the service, should the national government not make proper provision for such kind of education.



## IV.

## TABLE SHOWING DISPOSITION OF STATUTES CITED IN THIS BULLETIN.

NOTE. — References to chapters and sections refer to the statutes. Paragraph numbers refer to the paragraphs in this bulletin. In the columns headed "chapter" the chapter numbers have not been repeated. Where a dash appears in the column headed "section" it indicates that reference is made to the entire act.

1863.			Revised Laws — Con.			1909 — Con.		
CHAP.	SEC.	PAR.	CHAP.	SEC.	PAR.	CHAP.	SEC.	PAR.
220	—	926G	98	1-5	1369A	514	48	462A
				2	1369		104	197
	1895.		102	29	987A		112	497
475	—	{ 886B	197	17	542A			
		{ 886C	225	15	1315			
				1903.				
	1898.		253	—	736J	445	—	973
467	14	694A	437	93	790A	554	1	987A
						559	1	506
	1899.			1904.			3	{ 506
299	—	886A	314	—	1115	619	—	{ 741
				1	1111		3	705A
	Revised Laws.			2	{ 1112		4	724A
18	15	1159A	460	2	{ 1113		5	724B
19	15	1092		3	1369		6	{ 726A
	25	1157			1369A			{ 726B
	37	1143A		1905.			9	{ 726C
32	71-76	736J						{ 726D
42	11	389	243	—	{ 1113			726E
44	1	389			{ 1115			
65	1	984A		1906.		90	—	736J
	5, 6	984B				144	4	1182G
	11	984C	210	1	{ 1115	338	3	724
	13	984		2	{ 1116		4	724A
		{ 988			1117		5	724B
	14	{ 989		1907.				{ 726A
		{ 990					6	{ 726B
		{ 991	465	27	82			{ 726C
		{ 437	561	12	758			{ 726D
	15	{ 986	576	71	675C	468	1	1143A
		{ 987		75	675B	471	1	869A
	16	{ 988					3	871A
	19	{ 989		1909.			4, 9	923A
		{ 990				494	—	1123A
	20	991	423	1	1371A	532	—	{ 699
	23	994	490	1	1400A			{ 705A
	27	998	514	—	196H			{ 698
72	7-14	945					3	{ 699
			20, 21		1123A			

1911 — Con.			1914 — Con.			1916 (General Acts) — Con.		
CHAP.	SEC.	PAR.	CHAP.	SEC.	PAR.	CHAP.	SEC.	PAR.
532	4	700	590	—	389	242	6	{ 989
	5	701	600	—	1123A			{ 990
	6	702		5	1097		7	991
	9	705	688	—	1123A		8	994
624	1	1113	707	—	926E		12	998
634	—	705A	708	4	594	257	2	707E
	3	712	714	1	1148A	296	—	1161AA
	4	715A		7	194	306	5	{ 542
	5	{ 717A	783	—	1228B			{ 542A
		{ 717B	1915 (General Acts).			1916 (Resolves).		
		{ 714B	74	—	25A	106	—	926F
	6	{ 714C	75	—	497	1917 (General Acts).		
		{ 714D	118	2	790A	6	1	1190A
	9	714F	168	—	744D	86	—	1132A
751	<sup>1</sup> 9	594	177	—	1361	130	—	987A
	<sup>1</sup> 15	604	216	—	197	215	5	871A
	<sup>1</sup> 23	604	244	—	694A	237	3	984C
	1912.		251	—	1115	249	1	594
			253	1	{ 989	254	—	1182F
363	2	{ 698	253	2	991	258	3, 4	1361B
	3	{ 699		4	994	310	2	133B
	4	700	259	—	1123A	323	—	{ 1123A
528	—	1123A	267	<sup>2</sup> 32	1148A			{ 1161B
		{ 1206A	287	—	647C			{ 1161C
546	—	{ 1212-14	288	—	1123A	1917 (Special Acts).		
571	5	604	292	—	525A	121	1	736J
726	8	25A	292	1, 2, 3	542	1918 (General Acts).		
				3	517C	23	—	1184
					{ 542	24	—	1132A
	1913.			10	542A	35	—	{ 675C
447	—	790A	296	—	1085L	42	1	1400A
487	—	1147A		3	1085C	55	1	934B
520	1	1184		9	1085I	66	1	1190A
633	2	1361	1916 (General Acts).			70	—	758
657	—	718	2	—	1123A	81	1, 2	736J
697	1, 2	737B	12	—	675C	82	1	1114A
817	3	714D	48	—	{ 986	84	1	1141A
	—	694A			987	87	—	497
831	11-15	437	56	1	1114A	104	1	714B
832	—	705A	65	1	236B		2	714B
	5	707D	88	—	718	110	—	197
	6	707E	89	—	973	112	1-8	675B
	1914.		185	1	871B	113	—	594
180	—	1361	188	1	984	118	—	{ 1161B
347	5	973	192	—	700	119	—	{ 1161C
419	—	699	201	1	934B	125	1, 2	604
421	1	236B	229	—	497	141	1	933C
486	1	1137	241	—	1315			
510	1	493	242	1	984			
554	—	1123A		3	{ 986			
557	—	197			{ 987			

## 1918 (General Acts) — Con.

CHAP.	SEC.	PAR.
146	1	1227A
	2	1228A
	3, 4	1288B
147	—	462A
149	1, 2	499D
156	1, 2	1361B
159	—	1361
160	1	1157
	2	1157A
168	1	493
172	1, 2	719B
185	1, 2	1182F
192	1, 2	502A
197	—	1182H
204	1	133B
206	1	869A
	2	871A
213	1	1085L
216	1	647C
218	2, 3	1114C
225	1	92A
228	1-7	1123A
230	1-6	933F
231	1-3	933E
239	—	1102Q
240	1-5	1172C
242	—	1161B
246	1	886B
247	1	{ 1111
		{ 1112
	2, 3	{ 1115
		{ 1113
		{ 1115
	4	{ 1116
		{ 1117
248	1	886A
251	—	973
257	89	1159A
	91	1137
	92	1092
	93	1113
	94	1097
	97, 98	737B
	99	737A
	100	737A
	101	698
	102	699
	103	700
	104	701
	105	702
	106	702
	107	702
	108	702
	109	705

## 1918 (General Acts) — Con.

CHAP.	SEC.	PAR.
257	110	699
	111	707D
	112	707D
113-115	707E	
	116	707FF
	117	712
	118	715A
	119	717A
	120	717B
	121	714B
	122	714C
	123	714D
	124	714E
	125	714F
	126	724
	127	724A
	128	724B
	129	726A
	130	726B
	131	726C
	132	726D
	133	726E
	134	705A
	135	718
	136	506
	136	741
	157	1148A
	174	938A
	179	389
	182	194
	183	871B
	257	984A
	258	984B
	259	984C
	260	984
	261	986
	261	987
	262	988
	263	437
	264	449
	265	989
	265	990
	266	991
	267	994
	268	998
	279	945
	336	1369
	337	1371A
	338	1369A
	342	1085C
	343	1085I
	344	82
	362	790A
	444	542A

## 1918 (General Acts) — Con.

CHAP.	SEC.	PAR.
257	475	1315
260	1-3	1161D
262	1-6	926G
265	1	517C
	2	525A
	3	522
	4	542
266	—	{ 1 933C
		{ 1 934B
273	1-6	926E
274	1	886C
275	1-3	64
	4	236B
276	1	25A
286	1-11	196H
291	11	1 1184
	18	987A
	19	1 987A
	20	1 987A
	22	1143A

## 1918 (Special Acts).

32	1, 2	1219E
34	1, 2	1102R
38	1, 2	1102S
59	1, 2	1102T
79	1-3	736EE
80	1, 2	1219F
84	—	1181D
99	1	1102U
101	—	1 236B
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<sup>1</sup> See footnote to this paragraph.<sup>2</sup> See footnote on p. 53.<sup>3</sup> See footnote on p. 35.

## V.

## INDEX TO THE LABOR LEGISLATION OF 1915, 1916, AND 1917.

NOTE.—Paragraph numbers refer to paragraphs as appearing in the first division of this bulletin (pages 10 to 59). Each enactment which is an amendment of an earlier enactment has been given the same paragraph number which the earlier enactment had in the Handbook of Labor Laws (issued as Labor Bulletin No. 104 and containing the labor legislation in effect at the close of the legislative session of 1914.) Certain enactments which did not specifically amend any part of the text of the law, as published in the Handbook, but which bear, nevertheless, upon the subject matter contained therein, have been given the same paragraph numbers as those of the paragraphs in the Handbook to which they most nearly correspond, accompanied, however, by a capital letter A, B, etc., indicating that the later enactment is of a supplementary character.

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PART IV

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STATISTICS

OF

LABOR ORGANIZATIONS IN MASSACHUSETTS,  
1916 AND 1917

(ISSUED AS LABOR BULLETIN NO. 126)

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[Pt. IV. 1]



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# STATISTICS

OF

## LABOR ORGANIZATIONS IN MASSACHUSETTS, 1916 AND 1917.

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### I.

#### INTRODUCTION AND GENERAL SUMMARY.

##### 1. SCOPE AND METHOD OF THE REPORT.

The data presented in this report,<sup>1</sup> covering the calendar years 1916 and 1917, have reference principally to the number and membership of labor organizations in existence in the Commonwealth at the close of each of the two years, and the unemployment of organized workmen, data for previous years being presented for comparative purposes. Considerable other information was obtained from labor organizations during the two-year period, but, owing to its volume and distinctive character, it has been published in five separate bulletins, as follows: Two directories<sup>2</sup> of labor organizations in Massachusetts; two reports<sup>3</sup> showing the union scales of wages and hours of labor in effect in the principal organized trades in Massachusetts; a report<sup>4</sup> on collective agreements between employers and employees in Massachusetts in 1916; and in eight quarterly reports<sup>5</sup> on the subject of employment in Massachusetts, the principal data contained therein being summarized in Section III of the present report. In addition to the bulletins containing information based primarily on union returns, the Bureau has issued a compilation of the labor laws<sup>6</sup> passed during the legislative sessions of 1915, 1916, and 1917.

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<sup>1</sup> Earlier reports have been issued as follows:

1908 — Part II of the Thirty-ninth Annual Report on the Statistics of Labor.

1909 — Part III of the Fortieth Annual Report on the Statistics of Labor.

1910 — Labor Bulletin No. 87.

1911 — Part II of the Forty-second Annual Report on the Statistics of Labor.

1912 — Labor Bulletin No. 96.

1913 — Labor Bulletin No. 105.

1914 — Labor Bulletin No. 112.

1915 — Labor Bulletin No. 118.

<sup>2</sup> See Labor Bulletins Nos. 113 and 119.

<sup>3</sup> See Labor Bulletins Nos. 120 and 124.

<sup>4</sup> See Labor Bulletin No. 121.

<sup>5</sup> The report for the quarter ending December 31, 1917, was issued as the *Fortieth Quarterly Report*.

<sup>6</sup> See Labor Bulletin No. 122, entitled "*Labor Legislation in Massachusetts, 1915, 1916, and 1917.*" This Bulletin was issued as a supplement to Labor Bulletin No. 104, entitled "*Handbook of Labor Laws,*" which contained the labor legislation in effect at the close of the legislative session in 1914.

The data presented in these several reports, in so far as they related to organized labor, were secured in answer to inquiries contained in schedules which were sent to union officials. In those instances where the union officials failed to return the schedules properly filled out, agents of this Bureau obtained the information from such officials directly, or from some other reliable source. There were only a few instances where the national officials failed to supply the information requested, and in nearly all such cases, it was possible to obtain the facts from the official journal of the organization or from some organizer or other representative residing in Massachusetts.

The returns here published were furnished as of the respective dates, December 31, 1916, and December 31, 1917, with the exception of the quarterly statistics of unemployment, which were as of the close of the respective quarters in each year. In a very few instances, owing to the failure or inability of certain organizations to state their membership as of December 31, the membership as reported at the end of the next earlier quarter of the year was taken as the approximate membership at the close of the year.

The data showing the number and membership of organizations, classified by municipalities, industries, and occupations, may be taken as an authoritative and approximately complete showing as to the aggregate membership of all the local organizations in the Commonwealth at the close of each year. With reference to the statistics of unemployment it may be stated that, while information was not received from some unions, — including those to which the inquiries were not applicable, — for all practical purposes the tabulations may be considered sufficiently complete to answer the purpose for which they have been secured, namely, that of showing the general conditions in those occupations, industries, and municipalities which are, to any considerable extent, organized. Realizing that the returns having reference only to *organized* labor could not properly be assumed to be *fully* representative of unemployment conditions affecting the entire wage-earning population, the Bureau has endeavored to cover more comprehensively the industrial field by securing a large number of reports from secretaries of boards of trade and of employers' associations, editors of trade journals, and from other persons conversant with industrial and trade conditions in this State. Abstracts and brief summaries of these trade reports were published in connection with the data furnished by the trade unions.

Details relating to individual local unions are not published by this Bureau for the reason that such information is considered *confidential* and that it has served its chief purpose when presented so as to show

general conditions throughout the Commonwealth without disclosing facts which might be used to the detriment of any organization. In our statistical tables we have not, in any case, presented facts referring to less than four unions in any class. By express permission, however, we have published under the name of the organization to which it applies the information appearing in the Annual Directories of Labor Organizations.

## 2. SUMMARY OF PRINCIPAL DATA.

In the following statement the principal data appearing in this report are summarized. Except where otherwise stated the data are as of December 31 of the year specified.

NUMBER OF UNIONS.		1917	1916
National and International Unions having one or more affiliated			
locals in Massachusetts, . . . . .		112	109
State, District, and Trades Councils, . . . . .		79	75
Central Labor Unions and Local Councils, . . . . .		102	104
Local unions in Massachusetts, . . . . .		1,460	1,416
Organized during the year, . . . . .		143	119
Disbanded during the year, . . . . .		99	128
Net increase during the year, . . . . .		44	<sup>1</sup> 9
Local unions in Boston, . . . . .		308	293

## MEMBERSHIP OF LOCAL UNIONS.

Total membership, . . . . .	277,720	257,007
Males, . . . . .	238,846	225,695
Females, . . . . .	38,874	31,312
Organized during the year, . . . . .	34,890	18,909
Disbanded during the year, . . . . .	9,599	15,490
Increase in membership of "identical unions," <sup>2</sup> . . . . .	<sup>1</sup> 4,578	10,053
Net increase in membership during the year, . . . . .	20,713	13,472
Percentage <i>increase</i> in number of members (both sexes), . . . . .	8.1	5.2
Males (per cent), . . . . .	5.8	5.3
Females (per cent), . . . . .	24.2	7.0
Membership of local unions in Boston, . . . . .	105,779	100,522

<sup>1</sup> Decrease.

<sup>2</sup> Unions which were in existence at the close of each of two successive years are designated by this Bureau as "identical unions." The net decrease of 4,578 in 1917 is the difference between the aggregate membership of the unions which were in existence at the close of 1917 and the aggregate membership of the same unions at the close of 1916; likewise the net increase of 10,053 in 1916 is the difference between the aggregate membership of the unions which were in existence at the close of 1916 and the aggregate membership of the same unions at the close of 1915.

## II.

## NUMBER AND MEMBERSHIP.

## 1. NATIONAL ORGANIZATIONS.

A national or international labor organization consists of a group of affiliated local trade unions, representing a larger territory than a single State, but ordinarily having jurisdiction over but one trade or several closely allied trades. For the purpose of brevity the terms "national organizations" and "national unions" have been used in this report to designate both national and international labor organizations or unions.

The total number of national organizations having one or more chartered local unions in the United States at the close of 1917 was 147, of which number, 112 had one or more chartered local unions in Massachusetts, whereas at the close of 1916, there were 145 national organizations having one or more chartered locals in the United States, 109 of which were represented in Massachusetts by at least one affiliated local union.

A large majority of the national unions in the United States are affiliated with the American Federation of Labor, which bears to the national unions in the various trades and industries substantially the same relation that they, in turn, bear to their affiliated local unions. At the close of 1917 the number of national unions in the United States affiliated with the American Federation of Labor was 112, or 76.2 per cent of the total number (147) of national unions represented by one or more local unions in the United States, while at the close of 1916, the number of national unions affiliated with the Federation was 111, or 76.5 per cent of the total number (145) at that time. Of the 1,460 local unions in the State at the close of 1917, 1,231, or 84.3 per cent, were affiliated with the Federation either directly or through 87 of its affiliated national unions having chartered locals in this State, while at the close of 1916, 1,150, or 81.2 per cent of the 1,416 locals in the State, were affiliated with the Federation either directly or through 83 of its affiliated national unions. With reference to the membership of the local unions, it was found that at the close of 1917 the total membership of the 1,231 local unions directly or indirectly affiliated with the Federation was 221,493, or 79.8 per cent of the aggregate membership (277,720) of the 1,460 local unions in the State, while at the close of 1916, the total



membership of the 1,150 local unions directly or indirectly affiliated with the Federation was 201,015, or 78.2 per cent of the aggregate membership (257,007) of the 1,416 local unions in the State.

The "average paid up and reported membership" of the American Federation of Labor for the fiscal year ending September 30, 1917, was 2,371,434 and for the fiscal year ending September 30, 1916, it was 2,072,702.<sup>1</sup> The organizations affiliated with the Federation are required to pay a per capita tax upon their full paid-up membership only, and, therefore, the membership reported does not include those members who were involved in strikes or lockouts or those who were unemployed and for whom no tax was received. Assuming, however, that the membership of the Federation as reported above is an approximately complete and accurate statement as of the close of the year, it would appear that Massachusetts, with 221,493 trade unionists directly or indirectly affiliated with the Federation at the close of 1917, furnished approximately 9.3 per cent of the entire membership of the Federation, and with 201,015 trade unionists directly or indirectly affiliated with the Federation at the close of 1916, furnished approximately 9.7 per cent of the entire membership of the Federation at that time.

On December 31, 1917, there were 14 national unions each of which was represented in Massachusetts by at least four affiliated local unions having an aggregate membership of over 5,000 members. The national unions are listed in the following table in the order of their aggregate membership at the close of 1917, and there is shown opposite the name of each organization the number of its affiliated locals in Massachusetts and the aggregate membership of these locals at the close of 1917, together with comparative data for the close of 1916.

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<sup>1</sup> See "*Report of the Proceedings of the Thirty-seventh Annual Convention of the American Federation of Labor*," p. 52.

*Principal National and International Unions Represented in Massachusetts at the Close of 1916 and 1917.<sup>1</sup>*

NAMES OF NATIONAL OR INTERNATIONAL UNIONS. (Arranged in the order of aggregate membership in Massachusetts at the close of 1917.)	NUMBER OF AFFILIATED LOCAL UNIONS IN MASSACHUSETTS		MEMBERSHIP OF AFFILIATED LOCAL UNIONS IN MASSACHUSETTS	
	December 31, 1916	December 31, 1917	December 31, 1916	December 31, 1917
Boot and Shoe Workers Union, . . . . .	72	74	28,249	27,671
Carpenters and Joiners of America, United Brotherhood of, . . . . .	146	144	21,211	21,145
Railway Employees of America, Amalgamated Association of Street and Electric, . . . . .	25	26	16,335	15,934
Machinists, International Association of, . . . . .	39	41	9,078	15,607
Electrical Workers, International Brotherhood of, . . . . .	52	58	10,711	11,416
Teamsters, Chauffeurs, Stablemen and Helpers of America, International Brotherhood of, . . . . .	41	45	10,713	10,809
Textile Workers of America, United, . . . . .	52	47	10,512	10,911
Shoe Workers of America, United, . . . . .	18	23	8,301	9,639
Hotel and Restaurant Employees International Alliance and Bartenders International League of America, . . . . .	31	36	6,578	8,147
Painters, Decorators, and Paperhangers of America, Brotherhood of, . . . . .	61	63	6,775	6,593
Hod Carriers, Building and Common Laborers Union of America, International, . . . . .	13	19	4,100	6,528
Weavers, National Federation of Cloth, . . . . .	4	4	5,229	5,507
Musicians, American Federation of, . . . . .	26	26	5,332	5,380
State, City, Town, and County Employees Unions, National Federation of, . . . . .	37	35	5,847	5,244
<i>Totals, 14 unions named above, . . . . .</i>	<i>617</i>	<i>641</i>	<i>149,171</i>	<i>160,531</i>
<i>Totals, all other unions represented, . . . . .</i>	<i>799</i>	<i>819</i>	<i>107,836</i>	<i>117,189</i>
THE STATE.	1,416	1,460	257,007	277,720

<sup>1</sup> For information in further detail, see Table 1 on pp. 45 and 46.

At the close of 1917 the 14 national unions enumerated in the above table had 641 affiliated local unions in Massachusetts with an aggregate membership of 160,531 as compared with 617 locals with an aggregate membership of 149,171 at the close of 1916. Expressed in percentages, these 14 national unions included 43.9 per cent of the total number of local unions and 57.8 per cent of the aggregate membership in Massachusetts at the close of 1917, and 43.6 per cent of the total number of unions and 58.0 per cent of the aggregate membership in the State at the close of 1916.

The seven national unions, each having over ten thousand members in Massachusetts at the close of 1917 were the Boot and Shoe Workers Union, with a membership of 27,671; the United Brotherhood of Carpenters and Joiners, with 21,145 members; the Amalgamated Association of Street and Electric Railway Employees, with 15,934 members; the

International Association of Machinists, with 15,607 members; the International Brotherhood of Electrical Workers, with 11,416 members; the Brotherhood of Teamsters, Chauffeurs, Stablemen, and Helpers, with 10,809 members, and the United Textile Workers, with 10,911 members. At the close of 1916, these seven national unions also led all others in point of membership in Massachusetts, but the Machinists, Electrical Workers, Teamsters, and Textile Workers ranked, respectively, seventh, fifth, fourth, and sixth in this respect.

The relative rank of the several national unions on the basis of number of affiliated local unions in the State does not correspond closely with their rank on the basis of membership. Thus, the Carpenters ranked first in point of number of local unions in Massachusetts, followed by (2) Boot and Shoe Workers, (3) Painters, Decorators, and Paper-hangers, (4) Electrical Workers, (5) Textile Workers, (6) Teamsters, and (7) Machinists. The representation by locals in Massachusetts was especially large in the case of the organizations of boot and shoe workers. Thus, at the close of 1917, 40.7 per cent of all locals in the United States affiliated with the Boot and Shoe Workers Union, and 51.1 per cent of all locals in the United States affiliated with the United Shoe Workers Union, were located in this State. In these two cases the percentages were naturally high, for the reason that a considerable portion of the boot and shoe manufacturing in the United States is done in this State.

The number of locals, as classified under each occupation elsewhere in this report, does not represent, invariably, the number of locals in Massachusetts affiliated with any international having jurisdiction over that occupation, for in some cases a local union, or group of locals in the same occupation, may have become affiliated with more than one international body, while in other cases, several closely related occupations may be under the jurisdiction of a single international.

## 2. DELEGATE ORGANIZATIONS.

*Introductory.* — Nearly all of the local organizations in Massachusetts, while affiliated with their respective international organizations, are at the same time affiliated with what this Bureau has found convenient to designate as “delegate organizations”, which have no direct membership but consist merely of “delegates” or “representatives” from groups of local unions. These organizations have, for purposes of discussion, been grouped under three general classes: (A) State, District, and Trades Councils; (B) Central Labor Unions; and (C) Local Trades Councils. The number of such organizations in Massachusetts at the close of each of the ten years, 1908 to 1917, is shown in the following table.

*Number of Delegate Organizations Having Affiliated Locals in Massachusetts at the Close of the Years 1908-1917.*

CLASSIFICATION.	NUMBER OF ORGANIZATIONS ON DECEMBER 31 —									
	1908	1909	1910	1911	1912	1913	1914	1915	1916	1917
<b>All Delegate Organizations,</b>	<b>132</b>	<b>146</b>	<b>156</b>	<b>161</b>	<b>165</b>	<b>162</b>	<b>173</b>	<b>168</b>	<b>179</b>	<b>181</b>
<b>State, District, and Trades Councils,</b>	<b>53</b>	<b>57</b>	<b>59</b>	<b>62</b>	<b>69</b>	<b>71</b>	<b>74</b>	<b>71</b>	<b>75</b>	<b>79</b>
State Branches,	10	10	8	10	11	11	12	13	13	13
New England District Councils,	7	10	9	7	9	7	7	7	6	6
Railway Adjustment Committees,	10	12	13	13	24	25	26	24	29	23
District Councils (other than local),	26	25	29	27	25	28	29	27	27	32
Carpenters District Councils,	9	10	10	11	11	11	11	11	11	11
Painters District Councils,	4	4	4	4	4	5	5	5	5	7
Machinists District Councils,	4	3	3	3	3	3	2	2	2	4
Other District Councils,	9	8	12	9	7	10	10	9	9	10
<b>Central Labor Unions,</b>	<b>33</b>	<b>33</b>	<b>35</b>	<b>35</b>	<b>33</b>	<b>35</b>	<b>36</b>	<b>35</b>	<b>36</b>	<b>33</b>
<b>Local Trades Councils,</b>	<b>46</b>	<b>56</b>	<b>62</b>	<b>64</b>	<b>63</b>	<b>56</b>	<b>63</b>	<b>62</b>	<b>68</b>	<b>69</b>
Carpenters District Councils,	8	10	11	10	10	10	11	11	11	10
Building Trades Councils,	9	12	13	11	10	9	12	14	17	17
Joint Shoe Councils,	6	7	7	7	7	6	6	7	7	8
Allied Printing Trades Councils,	5	5	5	7	7	7	7	7	7	7
Metal Trades Councils,	—	2	4	5	5	2	2	2	3	3
Textile Councils,	4	3	3	3	4	3	5	3	4	4
Other Local Trades Councils,	14	17	19	21	20	19	20	18	19	20

The total number of delegate organizations in the State at the close of 1917 was 181, of which number, 79 were State, District or Trades Councils, 33 were Central Labor Unions and 69 were Local Trades Councils. During each of the nine years, 1909-1917, except 1913 and 1915, there was an increase in the number of these organizations, as compared with the number in existence at the close of the preceding year, but usually the increase was comparatively small, and during the year 1917 there was a net increase of only two in the number of such organizations.

#### A. STATE, DISTRICT, AND TRADES COUNCILS.

The total number of organizations included in this group at the close of 1917 was 79, as compared with a total of 75 at the close of 1916. These 79 organizations included 13 State Branches, comprising locals affiliated with various internationals; six New England District Councils having affiliated locals in Massachusetts; 28 Railway Adjustment Committees, Grievance Committees, and Conference Boards; and 32 District Trades Councils (including carpenters, 11; painters, 7; machinists, 4; and others, 10). During the year 1917 there was a net increase of two in the number of Painters District Councils and of Machinists District Councils, an increase of one in the miscellaneous group, and a decrease of one in the number of Railway Adjustment Committees.

The organizations of this character having at least 25 affiliated local unions in Massachusetts at the close of 1917 were: The Massachusetts State Branch of the American Federation of Labor, with 33 central labor unions and 427 local unions affiliated; the Massachusetts State Council, United Brotherhood of Carpenters and Joiners, with 20 local district councils and 144 local unions; the Grand Council of Carpenters of Eastern Massachusetts, with 10 local district councils and 77 local unions; the New England Organizing Conference of Boot and Shoe Workers, with 64 locals in this State; the Massachusetts State Conference of Painters, Decorators, and Paperhangers, with 63 locals; the Massachusetts State Conference of Bricklayers, Masons, and Plasterers, with 44 locals; the New England Branch, Hotel and Restaurant Employees Alliance and Bartenders International League, with 40 locals in this State; the Massachusetts State Association of the United Association of Journeymen Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters Helpers, with 39 locals; the Joint Council of Electrical Workers of New England, with 37 locals in this State; and the Massachusetts State Council of Journey-men Barbers, with 25 local unions affiliated.

#### B. CENTRAL LABOR UNIONS.

The number of central labor unions in Massachusetts at the close of 1917 was 33, as compared with 36 in 1916. There was one such body in each of 25 cities and eight towns. During the year the central labor unions in Athol, Medford, and Quincy were disbanded.

The aggregate number of local unions (including a few duplications) affiliated with the 33 central labor unions in Massachusetts was 884. There were 15 central labor unions, each of which had 20 or more affiliated locals, as follows: Boston, 179; Springfield, 58; Lowell, 55; Worcester, 51; Brockton, 46; Holyoke, 44; Taunton, 38; New Bedford, 36; Lawrence, 33; Haverhill, 29; Pittsfield, 28; Fall River, 26; Cambridge, 25; Fitchburg, 23; and Lynn, 22, making a total of 693 locals affiliated with these 15 central labor unions. The number of locals affiliated with the remaining 18 central labor unions was 191.

#### C. LOCAL TRADES COUNCILS.

Within this group there were 69 organizations at the close of 1917, comprising 10 carpenters district councils, 17 building trades councils, eight joint shoe councils, seven allied printing trades councils, four textile councils, three metal trades councils, and 20 other local trade

councils. Of these 69 organizations, 23 were in Boston, five in Brockton, four each in Haverhill, Lowell, Lynn, and Worcester, three each in Lawrence, New Bedford, Springfield, and Quincy, two each in Fall River and Pittsfield, and one each in Fitchburg, Greenfield, Holyoke, Maynard, Newton, North Adams, Taunton, Westfield, and Whitman. In each of these 21 localities, except Greenfield, Maynard, Newton, Quincy, and Whitman, there was also a central labor union. In 17 localities other than the 16 of those named above, there was a central labor union but no local trades council.

### 3. LOCAL TRADE UNIONS.

*Introductory.* — In this section of the report data are presented<sup>1</sup> showing the number of local labor organizations in Massachusetts at the close of each of the ten years, 1908–1917; also, for the close of 1916 and 1917, the number and membership of locals in the leading cities and towns, the number and membership of local unions classified by industries and by occupations, the number of women in these organizations classified by municipalities and occupations, the membership of the largest local unions (in 1917), and the membership of identical unions in 1916 and 1917.

#### A. COMPARISONS BY YEARS, 1908–1917.

In the following table is shown the total number of local unions in Massachusetts at the close of each of the ten years, 1908–1917, together with additional data showing by sex the aggregate membership reported at the close of each year.

*Number and Membership of Local Trade Unions in Massachusetts at the Close of the Years 1908–1917.*

YEARS (As of December 31)	Number of Local Unions	MEMBERSHIP REPORTED		
		Males	Females	Both Sexes
1908, . . . . .	<sup>2</sup> 1,243	<sup>3</sup> 162,475	<sup>3</sup> 10,924	<sup>3</sup> 173,399
1909, . . . . .	1,244	<sup>4</sup> 164,465	<sup>4</sup> 11,810	<sup>4</sup> 176,275
1910, . . . . .	1,250	168,400	18,910	187,310
1911, . . . . .	1,282	<sup>4</sup> 174,899	16,139	191,038
1912, . . . . .	1,361	211,019	25,749	236,768
1913, . . . . .	1,403	211,213	30,513	241,726
1914, . . . . .	1,392	205,347	28,919	234,266
1915, . . . . .	1,425	214,282	29,253	243,535
1916, . . . . .	1,416	225,695	31,312	257,007
1917, . . . . .	1,460	238,846	38,874	277,720

<sup>1</sup> Detailed tables will be found on pp. 47 to 52 and are numbered, respectively, 2, 3, 4, 5, 6, and 7.

<sup>2</sup> In the report for 1908, the number of local unions for that year was given as 1,256. This total included 13 unions which are not included in the totals for the other seven years in the table, and which were not, strictly speaking, *labor* organizations, but rather *educational* and *beneficial* organizations. The totals for 1908 have, accordingly, been corrected as above in order that the totals for the several years may be strictly comparable.

<sup>3</sup> Estimated on the basis of returns from 1,160 unions which reported an aggregate membership of 161,857, of which number 151,765 were males and 10,122 were females.

<sup>4</sup> Estimated on the basis of returns from 1,185 unions which reported an aggregate membership of 168,037, of which number 156,799 were males and 11,238 were females.

During the nine-year period, 1908-1917, with the exception of two years (1914 and 1916) there was an increase from year to year in the number of local unions, and, with the exception of only one year (1914) an increase in the aggregate trade union membership. In 1912 there was an increase of 79 in the number of unions and an increase of 45,730 in the membership, these exceptionally large increases having been due in considerable measure to special organizing work in the textile industry and in the transportation industry during that year. The increase in the number of local unions during the entire period, 1908-1917, was 217, or 17.4 per cent, while the increase in the number of members was 104,321, or 60.2 per cent. That the increase in membership was not due merely to the formation of new unions is indicated by the fact that the average membership of the unions in existence at the close of 1908 was 139, whereas the average membership of those in existence at the close of 1917 was 190.

The number of local unions in the State at the close of 1917 was 1,460, as compared with 1,416 at the close of 1916, showing a net increase of 44 locals, 143 new unions having been organized and 99 having disbanded during the year.

The aggregate trade union membership at the close of 1917 was 277,720, as compared with 257,007 at the close of 1916, showing a net increase during the year, 1917, of 20,713, or 8.1 per cent. With reference to this increase it may be stated that the membership of the 143 new unions organized in 1917 was 34,890, while the membership at the close of 1916 of the 99 unions which disbanded in 1917 was 9,599, and there was a decrease of 4,578 in the membership of 1,317 "identical" unions, which were in existence both at the close of 1916 and 1917.

#### B. DISTRIBUTION OF LOCAL UNIONS BY MUNICIPALITIES.<sup>1</sup>

A classification of local organizations by cities and towns is a rather essential one because their principal field of activity is the local community, whether that be a city, a town, or a section of a city or town. In many instances, however, a so-called "local organization" may have jurisdiction over one or more adjoining cities or towns, or, in the case of railroad organizations, over even an entire railroad system. In those instances where the jurisdiction of an organization covers more than one city or town the Bureau has classified such organization under that city or town in which it maintains its headquarters, the membership of such local union usually being largely confined to the locality in which its

<sup>1</sup> See Table 2 on p. 47.

headquarters are located. The total membership of organizations classified under Boston, for example, is probably in excess of the actual number of organized workmen who reside in Boston because, for convenience, certain residents of neighboring localities may be members of an organization having its headquarters in Boston. In the case of certain so-called local railroad organizations the membership may include employees from even distant points on the particular railroad system represented; nevertheless, the actual headquarters is the essential consideration, and it is partly for this reason that no attempt has been made to determine the actual residence of the members of such unions. Accurate showing on the latter basis would obviously be very difficult, rendering it necessary for the Bureau to ascertain the actual place of residence of each member of each local organization in the State, or at least to secure a statement in detail from each organization as to the residence of its members, an elaborate inquiry which would hardly be justified by the value of the information when obtained.

Boston quite naturally out-ranked the other municipalities of the State with respect to the number of unions and their aggregate membership. Of the 1,460 local unions in existence in Massachusetts at the close of 1917, 308, or 21.1 per cent, had their headquarters in Boston, as compared with 293, or 20.7 per cent, of the 1,416 unions in Massachusetts at the close of 1916. Of the aggregate membership (277,720) of all unions in the State at the close of 1917, 105,779, or 38.1 per cent, were in unions having their headquarters in Boston, as compared with 100,522, or 39.1 per cent of the aggregate membership (257,007) at the close of 1916.

The cities in which there were 25 or more local unions at the close of 1917 were: Boston, 308; Springfield, 83; Lowell, 69; Worcester, 68; Lynn, 54; Brockton, 51; Holyoke, 46; New Bedford, 46; Lawrence, 45; Fall River, 39; Haverhill, 36; Taunton, 34; Fitchburg, 33; Pittsfield, 33; Salem, 33; North Adams, 26; and Northampton, 24. Those having more than 2,500 trade unionists were: Boston, 105,779; Springfield, 16,106; Brockton, 15,763; Lowell, 14,541; Lynn, 13,778; New Bedford, 12,398; Worcester, 9,825; Fall River, 8,896; Haverhill, 8,746; Lawrence, 4,928; Holyoke, 4,722; Salem, 4,335; Gloucester, 4,260; Attleboro, 3,408; Pittsfield, 3,301; Taunton, 2,899; and Quincy, 2,776.

At the close of 1917 there were 123 municipalities in the State each of which was represented by at least one local trade union. There was at least one local union in each of the 38 cities and in 85 of the 319 towns, leaving 234 towns not so represented. All of the municipalities represented at the close of 1916 were also represented at the close of 1917, with the exception of Marion, Saugus, and Westford, while on the



other hand three towns (Abington, Peabody, and Provincetown) which were not represented at the close of 1916, had one local each at the close of 1917. In 78 of the 123 municipalities represented at the close of 1917 the number of local unions remained the same as at the close of 1916, in 29 there was an increase of at least one union, and in 16 there was a decrease of at least one union. There was a net increase of three or more unions in each of the following municipalities: Boston, 15; Lawrence, Newburyport, and Springfield, five each; New Bedford, four; and Beverly and Southbridge, three each. In Leominster and Lowell there was a decrease of three unions each, but in no other municipality was there a decrease of more than two unions.

In each of 56 of the 126<sup>1</sup> municipalities which were represented by one or more local unions in 1916 or 1917, there was a net increase in the number of trade unionists, aggregating 27,876; in each of 67 municipalities there was a net decrease, aggregating 7,163; while in three municipalities the number of trade unionists remained the same. The net increase in union membership in the State was, therefore, 20,713. The municipalities showing increases of more than 500 trade unionists were: Boston, 5,257; Lowell, 3,963; Attleboro, 3,370; New Bedford, 2,839; Gloucester, 2,641; Springfield, 2,496; Lawrence, 915; Abington, 900; Maynard, 663; Lynn, 647; and Salem, 529. In each of three municipalities there was a decrease of more than 500 trade unionists, namely, Pittsfield, 867; Fall River, 533; and Brockton, 513.

Of the 143 new unions formed during 1917, 39 were in Boston, nine in Springfield, six each in Holyoke, Lawrence, and New Bedford, and five each in Lowell and Newburyport. The remaining 67 unions were distributed among 35 municipalities. It therefore appears that the work of organization of new unions during the year was by no means confined to the largest industrial centers. Of the 99 unions which were disbanded, 24 were in Boston, and 8 were in Lowell, while the remaining 67 were distributed among 39 municipalities.

## C. COMPARISONS BY INDUSTRIES AND OCCUPATIONS.

### (a) *Industries.*<sup>2</sup>

Inasmuch as local unions are not always organized strictly on an industrial basis, it is somewhat difficult to so classify them, consequently when one union represents, through its membership, more than one in-

<sup>1</sup> Includes three towns (Marion, Saugus, and Westford) each of which was represented by one local union in 1916, but was not represented by any local union in 1917.

<sup>2</sup> For a tabulation showing in detail, by industries, the number and membership of local unions in Massachusetts at the close of 1916 and 1917, see Table 6, on p. 51.

dustry, it has been classified with that industry in which the greatest number of its members are employed.

The 1,460 unions in Massachusetts at the close of 1917 have been classified as follows: Building trades, 374; transportation (steam and electric), 164; boot and shoe manufacturing, 112; iron and steel manufacturing, 98; textiles, 68; printing and allied trades, 54; and all other industries, 590. In numerical strength boot and shoe manufacturing ranked first, with a membership of 44,403, followed by building trades with 41,990 members; transportation (steam and electric), 36,278; iron and steel manufacturing, 21,058; textile manufacturing, 20,617; printing and allied trades, 6,655; and all other industries, 106,719.

On page 20 appears a chart showing, graphically, the number and membership of local labor organizations in Massachusetts at the close of each year, 1908 to 1917, and in the table on page 19 appear the statistics on which the graphs are based.

In the following paragraphs the principal industries are separately discussed.

*Boot and Shoe Manufacturing.* The increase in the number of local unions in this industry during the nine-year period, 1908-1917, was 30, or 36.6 per cent, while the increase in the number of members was 14,399, or 48.0 per cent. In 1909 there was an increase of 8,238 members, and in 1912 an increase of 4,017 members, but during the other years of the period no marked changes in the aggregate number of organized boot and shoe workers occurred.

*Building Trades.* During the period of nine years, 1908-1917, the number of local unions increased from 333 to 374 (only 12.3 per cent), but there was an increase in membership of 52.5 per cent. The largest annual increases in membership occurred in 1913 and 1916, when the increases were 3,213 and 3,924, respectively. These increases, however, were not due primarily to the organizing of new unions, but rather to increases in membership of existing unions.

*Number and Membership of Local Unions in Existence at the Close of Each Year, 1908-1917, Classified by Principal Industries.*

**Number of Local Unions.**

YEARS. (As of December 31.)	All In- dustries	Boot and Shoe Manu- facturing	Building Trades	Trans- portation (Steam and Electric)	Textiles	Iron and Steel Manu- facturing	Printing and Allied Trades	All Other Indus- tries
1908, . . . . .	1,243	82	333	122	51	106	42	507
1909, . . . . .	1,244	107	337	129	53	95	44	479
1910, . . . . .	1,250	107	336	135	51	92	45	484
1911, . . . . .	1,282	101	349	146	52	92	50	492
1912, . . . . .	1,361	102	355	157	73	85	53	536
1913, . . . . .	1,403	108	364	163	67	86	54	561
1914, . . . . .	1,392	104	368	160	62	94	56	548
1915, . . . . .	1,425	106	363	170	66	101	56	563
1916, . . . . .	1,416	103	360	159	70	100	52	572
1917, . . . . .	1,460	112	374	164	68	98	54	590

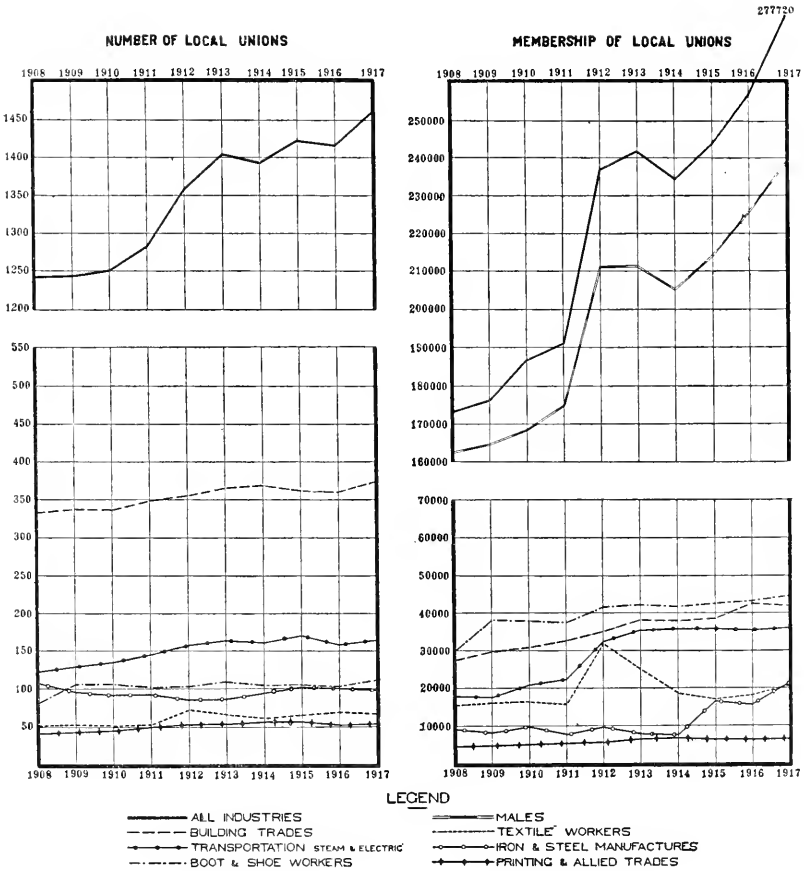
**Membership of Local Unions.**

1908, . . . . .	173,399	30,004	27,539	17,971	15,479	9,021	4,658	68,727
1909, . . . . .	176,275	38,242	29,791	17,480	16,117	8,189	4,774	61,632
1910, . . . . .	187,310	37,808	30,710	20,931	16,654	9,976	4,908	66,323
1911, . . . . .	191,038	37,512	32,648	22,274	15,863	7,883	5,355	69,503
1912, . . . . .	236,768	41,529	35,059	32,224	31,962	9,952	5,753	80,289
1913, . . . . .	241,726	42,204	38,272	35,346	25,028	7,929	6,682	86,265
1914, . . . . .	234,266	41,740	38,304	35,367	18,777	7,535	6,769	85,774
1915, . . . . .	243,535	42,714	38,591	35,932	17,287	16,742	6,550	85,719
1916, . . . . .	257,007	43,167	42,515	35,572	18,058	15,784	6,638	95,272
1917, . . . . .	277,720	44,403	41,990	36,278	20,617	21,058	6,655	106,719

*Transportation (Steam and Electric).* The increase in the number of unions during the nine-year period was 42, or 34.4 per cent, while the increase in membership was 18,307, or 102.8 per cent. In 1912 there was an increase of 9,950 members, and in 1913 an increase of 3,122 members, these increases being largely the result of special efforts which were made in those years to organize the street railway employees in Massachusetts. Since 1913 there has been no marked increase in membership.

*Textile Industry.* In 1912, as the result of an organizing campaign conducted in the leading textile centers in Massachusetts by representatives of the Industrial Workers of the World, the number of organized textile workers was increased from 15,863 at the close of 1911 to 31,962

CHART I.—Labor Organizations.  
1908-1917.



at the close of 1912, or over 100 per cent, but since 1912, owing to the disbanding of, or loss of membership by, local unions of Industrial Workers, the number of organized textile workers rapidly declined until, at the close of 1915, it was only 17,287. A further analysis of the returns shows, however, that during the period, 1908-1917, there was a fairly constant increase in the aggregate membership of the unions of textile workers not affiliated with the Industrial Workers of the World. The net increase in number of unions during the period was 33.3 per cent and the net increase in membership was 33.2 per cent.

*Iron and Steel Manufacturing.* At the close of 1917 there were in this group of trades 98 unions, with an aggregate membership of 21,058, as compared with 106 unions having an aggregate membership of 9,021 at the close of 1908, showing a decrease of eight in the number of unions, but an increase of 12,037, or 133.4 per cent, in union membership during the period of nine years. In 1909, 1911, 1913 and 1914 the union membership was less than that in 1908. In 1915 there was an increase of 9,207 members — the result of an organizing campaign among machinists and metal polishers, coincident with more than ordinary activity in those trades, due primarily to the receipt of orders from Europe for large quantities of munitions. The membership fell off somewhat in 1916, but in 1917 there was an increase of 5,274 union members in this industry.

*Printing and Allied Trades.* With the single exception of 1915, there was, from year to year, an increase in the membership of unions in this group of trades. At the close of 1917 there were 54 unions having an aggregate membership of 6,655, as compared with 42 unions having an aggregate membership of 4,658 at the close of 1908, showing an increase of 28.6 per cent in the number of unions, and of 42.9 per cent in the membership during the nine-year period.

### (b) Occupations.<sup>1</sup>

Local unions are, for the most part, organized on the basis of a specific craft or trade, but it occasionally happens that one is formed of workers in correlated occupations, or in different branches of the same occupation. Thus, in certain localities, where there is not a sufficient number of persons in a single craft to form a distinct local for each craft, the American Federation of Labor has made it a practice to form what are known as "federal labor unions," in which are associated those wage-earners whose occupation is such that they are not eligible to join any of the existing locals in those localities. Another example of unions of this

<sup>1</sup> For information in detail by occupations, see Table 3, on pp. 48 and 49.

character is the "mixed union" of boot and shoe workers, which may include lasters, stitchers, and others employed in the various branches of boot and shoe manufacturing. Such unions have been classified in this report under that occupation in which a majority of their members is employed.

The occupations in which there were 25 or more unions at the close of 1917 were as follows: Carpenters, 145; boot and shoe workers, 112; textile workers, 68; painters, decorators, and paperhangers, 63; electrical workers, 58;<sup>1</sup> bricklayers, masons, and plasterers, 48; machinists, 48; municipal employees, 48; plumbers, steamfitters and gasfitters, 47; teamsters, chauffeurs, and stablemen, 46; barbers, 34; theatrical stage employees, 30; molders and coremakers, 28; musicians, 27; and street and electric railway employees, 26. The only occupations in which there was a net change of five or more local unions were boot and shoe workers, with an increase of nine unions, and electrical workers, with an increase of seven unions.

The occupations comprising at least 2,500 organized wage-earners at the close of 1917 were: Boot and shoe workers, 44,403; carpenters, 21,220; textile workers, 20,617; machinists, 16,119; street and electrical railway employees, 15,934; electrical workers, 11,416 (including 5,370 telephone operators); teamsters, chauffeurs, and stablemen, 11,059; garment workers, 8,977; municipal employees, 6,691; painters, decorators, and paperhangers, 6,593; musicians, 5,466; bricklayers, masons, and plasterers, 4,920; railroad trainmen, 4,744; hod carriers and building laborers, 4,550; cooks and waiters, 4,257; molders and coremakers, 4,111; bartenders, 3,804; plumbers, steamfitters and gasfitters, 3,582; cigar-makers, 3,230; compositors, 3,150; retail clerks, 2,623; and barbers, 2,525. Boot and shoe workers constituted 16.0 per cent of the aggregate membership of all the local trade unions in the State, followed by carpenters with 7.6 per cent, textile workers with 7.4 per cent, machinists with 5.8 per cent, and street and electrical railway employees with 5.7 per cent. The occupations in which there were increases of more than 1,000 organized wage-earners in 1917 were as follows: Machinists, 5,392; textile workers, 2,559; cooks and waiters, 1,482; boot and shoe workers, 1,236; and telephone operators, 1,022. In no occupation was there a decrease of more than 1,000 members.

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<sup>1</sup> Includes 17 local unions of telephone operators which were affiliated with the International Brotherhood of Electrical Workers.

## D. WOMEN IN LABOR ORGANIZATIONS.

The organized women wage-earners of Massachusetts are well represented in several occupations, and at the close of 1917 comprised 14.0 per cent of the total number of trade unionists. Tabulations<sup>1</sup> by sex of the membership of labor organizations in the State show that there were 245 unions having women as members, as compared with 218 unions at the close of 1916. The aggregate female membership at the close of 1917 was 38,874, as compared with 31,312 in 1916, showing a gain of 7,562 members, or 24.2 per cent. The occupations in which there were increases of more than 1,000 female members were: Garment workers, 1,720; textile workers, 1,382; boot and shoe workers, 1,137; and telephone operators, 1,022.

In each of the following municipalities there were five or more local unions having women as members: Boston, 58; Brockton, 16; Lynn, 13; Springfield, 12; Lowell, 11; New Bedford, 10; Haverhill, 9; Worcester, 8; Fall River and Holyoke, 7 each; Lawrence and Salem, 6 each; and Fitchburg and North Adams, 5 each.

The municipalities in which there were more than 500 female trade unionists at the close of 1917 were: Boston, 11,201; Lynn, 4,174; Brockton, 3,966; Lowell, 3,964; New Bedford, 3,611; Fall River, 2,225; Haverhill, 1,188; Springfield, 833; Salem, 779; Worcester, 693; and Maynard, 647. The total number of organized female wage-earners in these 11 municipalities was 33,281, or 85.6 per cent of the total female trade union membership in the State. In Lowell there was a net increase of 3,461 in the number of women in trade unions in 1917, which increase consisted largely of machine specialists (munitions workers). In Boston there was a net increase of 1,415 female trade unionists, consisting principally of garment workers and telephone operators; in New Bedford, a net increase of 1,297, principally textile operatives; and in Lynn, a net increase of 1,190, principally boot and shoe workers. In Attleboro and North Attleborough large numbers of jewelry workers (women) were organized during the year.

Of the 38,874 female trade unionists in Massachusetts at the close of 1917, 13,501, or 34.7 per cent, were boot and shoe workers; 6,998, or 18.0 per cent, were textile operatives; 5,369, or 13.8 per cent, were telephone operators; 4,317, or 11.1 per cent, were garment workers; 3,053, or 7.9 per cent, were machine specialists (munitions workers); and 5,636, or 14.5 per cent, were distributed as follows: Cooks and waitresses, 741;

<sup>1</sup> See Tables 4 and 5 on p. 50.

tobacco strippers, 525; musicians, 509; electrical workers, 496; jewelry workers, 480; retail clerks, 345; laundry workers, 325; composers, 309; cigarmakers, 303; hat and cap makers, 252; street and electric railway clerks, 211; bookbinders, 177; steam railway clerks, 157; paper makers, 136; fish workers, 100; and other occupations, 570.<sup>1</sup>

Of the 245 unions which had female members at the close of 1917, 31, with an aggregate membership of 10,388, were composed entirely of women. Ten of these were in Boston, four in Springfield, two in Lowell, and there was one in each of 15 other cities.

There were 72 unions, each of which had 100 or more female members, and of this number two had 3,000 or more female members, two had over 2,000 but less than 3,000, three had over 1,000 but less than 2,000, twelve had over 500 but less than 1,000, and 53 had more than 100 but less than 500 female members. The aggregate number of women in these 72 unions was 34,671, or 89.2 per cent of the total number of female trade unionists in the State. These unions were distributed as follows: Boston, 21; Brockton, 7; New Bedford, 6; Lynn, 5; Lowell, 4; Salem, 3; Fall River, Haverhill, Maynard, Springfield, and Worcester, 2 each; and 16 other municipalities, 1 each.

#### E. MEMBERSHIP OF THE LARGEST LOCAL UNIONS.

Of the 1,460 local unions in existence in Massachusetts at the close of 1917, 51 reported each a membership of 1,000 or over.<sup>\*</sup> The membership of the largest union was 7,600, and of the next largest, 3,426, while there were five other unions with a membership of 3,000 or more, 11 with a membership of more than 2,000 but less than 3,000, and 33, with a membership of 1,000 or more but less than 1,500. Of these 51 unions, 23 were located in Boston, five each in Brockton and New Bedford, three in Fall River, two each in Haverhill, Lowell, Lynn, and Springfield, and one each in Attleboro, Bridgewater, Gloucester, Middleborough, North Attleborough, Rockland, and Worcester. By occupations, these unions were distributed as follows: Boot and shoe workers, 13; textile workers, 8; machinists, 5; garment workers, street and electric railway employees, teamsters, jewelry workers and fishermen, 2 each; and there was one union in each of 15 other occupations. Seven of these unions had more than 1,000 female members each, two of which (machine specialists and telephone operators) consisted wholly of women.

<sup>1</sup> Includes municipal employees, fur workers, men's neckwear workers, hat trimmers, cigar box finishers, railway telegraphers, day house-workers, railway carmen, corset workers, tailoresses and dressmakers, can makers, upholsters, stenographers, office cleaners, rubber workers, bakers, station agents and employees, rag pickers, and one printing presswoman and one news writer.



## F. MEMBERSHIP OF IDENTICAL UNIONS, 1916 AND 1917.

During the course of a single year a considerable number of local unions disband and many new ones are formed; consequently, while the total number of unions existing at the close of one year may vary but little from the total number existing at the close of the previous year, tabulations based on these totals may by no means represent identical unions. In order to ascertain the actual fluctuation in membership of identical unions (*i.e.*, of unions in existence both at the close of 1916 and 1917) a table<sup>1</sup> has been prepared showing, for specified cities and for other cities and towns grouped together, the membership of identical unions in 1916 and 1917, and also the increase or decrease in 1917, as compared with 1916. The total number of identical unions was 1,317 and a net decrease in membership of 4,578 was reported by these organizations.

In each of the following municipalities there was an *increase* of over 500 in the membership of unions in existence both at the close of 1916 and of 1917: Lowell, 1,963; Maynard, 676; Springfield, 622; and Lynn, 523; while in each of the following municipalities there was a *decrease* of 500 or more members: Boston, 2,381; Pittsfield, 906; Brockton, 711; and Haverhill, 504.

Of the 1,317 identical unions, six reported an increase and five reported a decrease of 500 or more members, each. The largest gain in membership was that of 1,086 members reported by one organization of boot and shoe workers, and the largest loss of membership reported by any organization was 856.

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<sup>1</sup> See table 7 on page 52.

## III.

## UNEMPLOYMENT IN THE ORGANIZED INDUSTRIES, 1908-1917.

*Introductory.* — In 1908 this Bureau inaugurated the plan of collecting from organized wage-earners in Massachusetts quarterly statistics showing the percentages of membership of trade unions in the State who were unemployed, and this plan has since been consistently followed, so that a series of comparable statistics based on reports from labor organizations for the ten years, 1908-1917, are now available. In this report is presented a summary of the information thus obtained in the form of a series of statistical tables,<sup>1</sup> together with two charts, the one representing facts obtained for Massachusetts with corresponding information for the United Kingdom, Germany, and New York State, and the other showing for the principal industries of the State the fluctuations in unemployment in Massachusetts.

In order that the significance of the data presented herein may be clearly understood, it should be pointed out that the percentages are based upon reports received from officials of labor organizations, and have reference only to *organized labor*. The number of reports received at the close of December, 1917, was 1,093, representing an aggregate membership of 201,404, or about 70 per cent of the total number of organized wage-earners in the Commonwealth. When this Bureau first began to collect these returns in 1908, only about 40 per cent of the total number of trade unionists in the State were represented, but by the close of 1912 the percentage represented had been increased to about 70 per cent, and since 1912 it has remained fairly constant, *i.e.*, about 70 per cent at the close of each quarter.

While the returns are believed to be representative of employment conditions among *organized* wage-earners in the State, no claim is made by the Bureau that they are *fully* representative of employment conditions among the entire wage-earning population, organized and unorganized. Some authorities hold that, particularly in times of depression, there is a greater amount of unemployment among the unorganized than among the organized wage-earners, while others, on the contrary, hold that the organized employees, because of their unwillingness to work for less

<sup>1</sup> In addition to the tables accompanying the text, two other tables relative to unemployment of trade union members are presented. See Tables 8 and 9 on pages 53 and 54, respectively.

than the standard scale of wages are the first to lose their positions when an industrial depression renders it necessary for employers to reduce their labor costs. Whatever the relative merits of these two points of view, it seems reasonable to assume that, notwithstanding the fact that the absolute percentages of unemployment which are derived from trade union returns may not be fully representative of general conditions for the entire wage-earning population, nevertheless, the *fluctuations* in the trade union percentages show, at least, the *trend* of the labor market even though the data may not serve as an accurate *measure* of the amount of unemployment prevailing at any one time.

Quarterly reports<sup>1</sup> on employment in Massachusetts have been published each year during the period, 1908-1917. Each of these reports contains the returns, in detail, for the quarter just ended previous to its publication, together with comparable returns for earlier quarters and several pages of descriptive text. Beginning with the report for the close of the first quarter in 1915, considerable information based on reports from secretaries of boards of trade and of employers' associations, editors of trade journals, and from other persons conversant with industrial and trade conditions in the State, has been added with a view to covering, more comprehensively, the entire industrial field.

Annual summaries of the statistics relative to unemployment among the organized wage-earners of Massachusetts have been published by this Bureau in its "Annual Reports on Labor Organizations."<sup>2</sup> The present summary covers the returns for a complete decade, ending with the report for the close of December, 1917.

## 1. SUMMARY OF QUARTERLY REPORTS, 1908-1917.

The following comparative statement shows, in summary form, the data obtained from labor organizations at the close of each quarter since the collection of the unemployment returns in Massachusetts was inaugurated.

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<sup>1</sup> Thirty-two quarterly reports on unemployment have been issued as follows:

1908 — Labor Bulletins Nos. 59, 61, 62, and 63.

1909 — Labor Bulletins Nos. 64, 66, 69, and 71.

1910 — Labor Bulletins Nos. 72, 74, 77, and 79.

1911 — Labor Bulletins Nos. 80, 82, 85, and 89.

1912-1917 — Quarterly Reports on Unemployment, Nos. 17-40, respectively.

<sup>2</sup> For a list of these reports, see note 1 at the foot of page 5.

*Number and Membership of Organizations Reporting at the Close of Each Quarter and Number of Members Unemployed, with Corresponding Percentages, 1908-1917.*

QUARTERS ENDING —	NUMBER REPORTING		UNEMPLOYED — ALL CAUSES		UNEMPLOYED OWING TO LACK OF WORK	
	Unions	Member-ship	Members	Percent-ages	Members	Percent-ages
March 31, 1908, . . . . .	256	66,968	11,987	17.9	10,832	16.2
June 30, 1908, . . . . .	493	72,815	10,490	14.4	9,128	12.5
September 30, 1908, . . . . .	651	83,969	8,918	10.6	7,349	8.8
December 31, 1908, . . . . .	770	102,941	14,345	13.9	11,302	11.0
March 31, 1909, . . . . .	777	105,059	11,997	11.4	9,980	9.5
June 30, 1909, . . . . .	780	105,944	6,736	6.4	4,913	4.6
September 30, 1909, . . . . .	797	113,464	5,451	4.8	3,873	3.4
December 31, 1909, . . . . .	830	107,689	10,084	9.4	5,248	4.9
March 31, 1910, . . . . .	837	117,082	8,262	7.1	6,186	5.3
June 30, 1910, . . . . .	841	121,849	8,518	7.0	6,570	5.4
September 30, 1910, . . . . .	845	118,781	6,624	5.6	4,687	4.0
December 31, 1910, . . . . .	862	122,621	12,517	10.2	8,938	7.3
March 31, 1911, . . . . .	889	122,002	12,738	10.4	9,120	7.5
June 30, 1911, . . . . .	897	135,202	8,927	6.6	5,669	4.2
September 30, 1911, . . . . .	973	133,540	7,527	5.6	4,904	3.7
December 30, <sup>1</sup> 1911, . . . . .	905	125,484	12,167	9.7	7,568	6.0
March 30, <sup>1</sup> 1912, . . . . .	942	161,825	22,738	<sup>2</sup> 14.1	8,185	5.1
June 29, <sup>1</sup> 1912, . . . . .	974	134,940	7,088	5.3	4,540	3.4
September 30, 1912, . . . . .	972	146,673	6,952	4.7	4,407	3.0
December 31, 1912, . . . . .	994	174,359	15,914	9.1	11,164	6.4
March 31, 1913, . . . . .	1,022	170,970	19,329	11.3	12,493	7.3
June 30, 1913, . . . . .	1,037	172,343	11,116	6.4	7,473	4.3
September 30, 1913, . . . . .	1,059	177,267	12,010	6.8	7,537	4.3
December 31, 1913, . . . . .	1,081	178,182	18,574	10.4	13,069	7.3
March 31, 1914, . . . . .	1,082	173,327	22,347	12.9	15,917	9.2
June 30, 1914, . . . . .	1,095	183,202	18,122	9.9	12,576	6.9
September 30, 1914, . . . . .	1,010	166,816	18,302	11.0	14,140	8.5
December 31, 1914, . . . . .	1,024	165,762	30,258	18.3	24,629	14.9
March 31, 1915, . . . . .	1,076	171,997	28,486	16.6	21,951	12.8
June 30, 1915, . . . . .	1,092	162,315	17,262	10.6	12,241	7.6
September 30, 1915, . . . . .	1,052	175,754	12,328	7.0	6,325	3.6
December 31, 1915, . . . . .	1,026	168,122	14,389	8.6	6,709	4.0
March 31, 1916, . . . . .	1,029	178,434	15,484	8.6	7,010	3.9
June 30, 1916, . . . . .	1,017	173,179	7,358	4.2	2,323	1.3
September 30, 1916, . . . . .	1,021	180,557	7,046	3.9	3,358	1.9
December 30, <sup>1</sup> 1916, . . . . .	1,039	171,877	10,313	6.0	4,708	2.7
March 31, 1917, . . . . .	1,042	194,211	14,271	7.3	7,193	3.7
June 30, 1917, . . . . .	979	165,529	13,846	8.4	5,849	3.5
September 29, <sup>1</sup> 1917, . . . . .	1,077	195,309	10,866	5.6	5,237	2.7
December 31, 1917, . . . . .	1,093	201,404	14,900	7.4	7,131	3.5

<sup>1</sup> As the last day of this quarter fell on Sunday, the previous day was taken as the date for which information was requested.

<sup>2</sup> The percentage (14.1) was unusually high because the number reported as unemployed included over 9,000 organized textile workers in Lowell who were involved in a strike pending on March 30, 1912.

On reference to the percentages unemployed for *all causes*, shown in the preceding table, it will be observed that the highest percentage recorded during the entire ten-year period, 1908-1917, was 18.3 for the close of December in 1914, when was experienced the severest stress of the period of industrial depression which began shortly after the out-

break of the European war, and which continued until the early summer of 1915. During the industrial depression, which began in the Fall of 1907 and continued until the Spring of 1909, abnormally high percentages unemployed were also recorded, the percentage for March, 1908, having been 17.9, or only slightly lower than the maximum, 18.3, for the ten-year period. The high percentage (14.1) at the close of March, 1912, was due principally to the unemployment of large numbers of textile workers who were either on strike or who had not yet returned to work, following strikes in Lawrence, Lowell, and other textile centers.

The effect of seasonal inactivity, principally in the building trades, is usually indicated by higher percentages for the close of March and of December in each year than for the close of June and of September in the same year.

The lowest percentage unemployed for *all causes* recorded during the ten-year period was 3.9 at the close of September, 1916. In only three other instances have the percentages unemployed for all causes been less than 5.0 per cent, namely, June 30, 1916 (4.2), September 30, 1912 (4.7), and September 30, 1909 (4.8). In each of the ten years except 1913 and 1914 the percentage for the close of September was lower than the corresponding percentages for the close of the other quarters of the same year.

During the period, 1908-1917, there have been marked fluctuations in the percentages unemployed at the close of the several quarters, and the fluctuations within a single year have been large in several instances, but, on the basis of the mean percentages for the several years, the years 1916 and 1917 appear to have been the most prosperous years, while the years 1908, 1914, and 1915, in the order mentioned, appear to have been the least prosperous years of the period.

The mean percentage for the entire ten-year period was 9.0, but in view of the fact that two industrial depressions occurred during this period, and that since the outbreak of the war in 1914 industrial conditions have been influenced by other than purely economic factors, this mean percentage can hardly be regarded as a normal standard for determining the degree of prosperity or depression which may prevail at any given time. In all probability the normal percentage unemployed for all causes would be lower rather than higher than the mean (9.0) for the entire period, and it may be suggested that the mean percentage (8.1) for the four-year period, 1910-1913, inclusive, would be more nearly normal, because during that period no industrial depression occurred and war conditions did not prevail.

## A. CAUSES OF UNEMPLOYMENT.

The percentages unemployed at the close of each quarter during the ten-year period, 1908–1917, classified by causes of unemployment, are presented in the following table:

*Percentages Unemployed, 1908–1917: By Causes.*

QUARTERS ENDING —	All Causes	Lack of Work	Unfavorable Weather	Strikes or Lockouts	Disability	Other Causes <sup>1</sup>
March 31, 1908, . . . . .	17.9	16.2	0.2	0.7	0.7	0.1
June 30, 1908, . . . . .	14.4	12.5	0.1	0.3	1.2	0.3
September 30, 1908, . . . . .	10.6	8.7	<sup>2</sup> —	0.5	1.2	0.2
December 31, 1908, . . . . .	13.9	11.0	0.5	0.7	1.2	0.5
March 31, 1909, . . . . .	11.4	9.5	0.1	0.2	1.3	0.3
June 30, 1909, . . . . .	6.4	4.6	<sup>2</sup> —	0.3	1.2	0.3
September 30, 1909, . . . . .	4.8	3.4	0.1	0.1	1.1	0.1
December 31, 1909, . . . . .	9.4	4.9	2.4	0.1	1.2	0.8
March 31, 1910, . . . . .	7.1	5.3	0.1	0.1	1.4	0.2
June 30, 1910, . . . . .	7.0	5.4	<sup>2</sup> —	0.1	1.2	0.3
September 30, 1910, . . . . .	5.6	4.0	0.1	0.1	1.3	0.1
December 31, 1910, . . . . .	10.2	7.3	1.2	0.1	1.2	0.4
March 31, 1911, . . . . .	10.4	7.5	0.7	0.1	1.4	0.7
June 30, 1911, . . . . .	6.6	4.2	0.2	0.5	1.2	0.5
September 30, 1911, . . . . .	5.6	3.7	0.2	0.3	1.2	0.2
December 31, 1911, . . . . .	9.7	6.0	1.6	0.1	1.3	0.7
March 30, <sup>3</sup> 1912, . . . . .	<sup>4</sup> 14.1	5.1	1.0	<sup>4</sup> 6.3	1.3	0.4
June 29, <sup>3</sup> 1912, . . . . .	5.3	3.4	<sup>2</sup> —	0.4	1.3	0.2
September 30, 1912, . . . . .	4.7	3.0	0.1	0.3	1.2	0.1
December 31, 1912, . . . . .	9.1	6.4	0.6	0.6	1.2	0.3
March 31, 1913, . . . . .	11.3	7.3	0.5	1.6	1.4	0.5
June 30, 1913, . . . . .	6.4	4.3	0.1	0.7	1.2	0.1
September 30, 1913, . . . . .	6.8	4.3	0.5	0.6	1.2	0.2
December 31, 1913, . . . . .	10.4	7.3	0.7	0.5	1.4	0.5
March 31, 1914, . . . . .	12.9	9.2	0.7	0.6	1.6	0.8
June 30, 1914, . . . . .	9.9	6.9	0.3	0.7	1.2	0.8
September 30, 1914, . . . . .	11.0	8.5	0.2	0.5	1.5	0.3
December 31, 1914, . . . . .	18.3	14.9	1.1	0.1	1.5	0.7
March 31, 1915, . . . . .	16.6	12.8	0.4	1.0	1.9	0.5
June 30, 1915, . . . . .	10.6	7.6	0.7	0.6	1.5	0.2
September 30, 1915, . . . . .	7.0	3.6	0.6	1.2	1.4	0.2
December 31, 1915, . . . . .	8.6	4.0	1.1	1.5	1.8	0.2
March 31, 1916, . . . . .	8.6	3.9	1.0	1.9	1.6	0.2
June 30, 1916, . . . . .	4.2	1.3	0.3	0.8	1.5	0.3
September 30, 1916, . . . . .	3.9	1.9	0.1	0.3	1.5	0.1
December 30, <sup>3</sup> 1916, . . . . .	6.0	2.7	0.9	0.5	1.5	0.4
March 31, 1917, . . . . .	7.3	3.7	1.2	0.4	1.7	0.3
June 30, 1917, . . . . .	8.4	3.5	0.2	<sup>5</sup> 2.8	1.3	0.6
September 29, <sup>3</sup> 1917, . . . . .	5.6	2.7	0.3	0.9	1.3	0.4
December 31, 1917, . . . . .	7.4	3.5	1.5	0.4	1.5	0.5

<sup>1</sup> Including vacations, temporary shut-downs for repairs, stock-taking, etc.

<sup>2</sup> Less than 0.05 per cent.

<sup>3</sup> As the last day of this quarter fell on Sunday, the previous day was taken as the date for which information was requested.

<sup>4</sup> This percentage was unusually high because the number reported as unemployed included over 9,000 organized textile workers in Lowell who were involved in a strike pending on March 30, 1912.

<sup>5</sup> This comparatively large percentage was due to the unemployment of boot and shoe operatives in Lynn, as the result of the closing down in April of 18 or more large factories, pending the negotiation of a new working agreement.

*Lack of Work.* The principal cause of unemployment at the close of each quarter during the ten-year period under review was lack of work. In deriving the percentages unemployed for this cause those members who were unemployed because of unfavorable weather, strikes and lockouts and disability have been excluded, consequently these percentages indicate even more truly the demand for labor than the percentages unemployed for *all causes*, already discussed, although the same general conclusions result from a study of the two groups of percentages.

At the close of each quarter in 1916 and 1917, the percentages unemployed on account of lack of work were uniformly low, indicating that, following the period of depression which began in this country shortly after the outbreak of the war in August, 1914, and which continued for more than a year, there was a resumption of industrial activity, due in large measure, no doubt, to European demands for war supplies and other products. The lowest percentages recorded during the ten-year period, 1908-1917, were 1.3 on June 30, 1916; 1.9 on September 30, 1916; 2.7 on December 30, 1916; and 2.7 on September 29, 1917. In no other years during this period did the percentage fall below 3.0 (the percentage recorded at the close of September, 1912).

The effect of industrial depression in 1908 and again in 1914 and 1915 is indicated by high percentages unemployed on account of lack of work, namely, 16.2, on March 31, 1908; 12.5, on June 30, 1908; 11.0, on December 31, 1908; 14.9, on December 31, 1914; and 12.8, on March 31, 1915.

*Weather.* The percentages unemployed on account of weather usually are relatively high at the end of the last quarter, and occasionally at the close of the first quarter of each year. The highest percentage unemployed for this cause during the ten-year period was 2.4 at the close of December, 1909, while at the close of several quarters, more particularly those ending on June 30 and September 30, the percentages were practically negligible.

*Strikes and Lockouts.* Except for the high percentage (6.3) unemployed on account of strikes or lockouts at the close of March, 1912 (due principally to a succession of strikes of textile workers, of which those in Lawrence and Lowell are most memorable), there were no considerable fluctuations in these percentages during the period under consideration. In no other instance did the percentage unemployed for this cause exceed 2.8, — the percentage for the close of June, 1917, when a large number of boot and shoe factories in Lynn were closed, pending the negotiation of a new working agreement.

The percentages unemployed on account of disability (sickness, accident, and old age) were fairly constant from quarter to quarter. The highest percentage reported as unemployed because of disability, on record during the period, was 1.9, and the lowest was 0.7. The more usual percentage was 1.2, and the mean percentage for the entire period was 1.3.

#### B. UNEMPLOYMENT IN MUNICIPALITIES.

On examination of the percentages unemployed in the leading cities<sup>1</sup> in the State, it appears that in Boston, which city ordinarily includes fully one-third of the total membership reporting each quarter, and in which there is a fairly general representation of all organized industries and occupations in the State, the percentages unemployed correspond rather closely with the percentages unemployed for the State as a whole. The usual increase in unemployment during the winter months, which is reflected in the percentages for the State as a whole, is true also of the percentages for the city of Boston. With few exceptions, however, the other leading cities in the State show no uniform correspondence of this nature; in fact, in those cities which are industrially more specialized, practically no uniformity whatever will be observed, and the percentages unemployed in any such specialized city rise and fall usually with the rise and fall of the percentages of unemployment in the major industry of that city.

#### C. UNEMPLOYMENT IN THE VARIOUS INDUSTRIES.

The percentages unemployed in the several industries do not correspond closely with the percentages for all industries, except in the case of the building trades, which include each quarter a fairly large proportion of the aggregate membership represented by the returns; and in all of the principal industries there may be noted a wide range of unemployment.

In the following table are shown, for the period under consideration, the percentages unemployed in the six leading industries at the close of the respective quarters.

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<sup>1</sup> See Table 9, on p. 54. In this report unemployment data for the principal cities are presented for the years 1916 and 1917, only. Corresponding data for the years 1908 to 1915, inclusive, were published in Labor Bulletin No. 118 (see table 9 on pp. 58 and 59 of that Bulletin).



*Percentages of Membership Unemployed (All Causes) at the Close of Each Quarter, 1908-1917: By Principal Industries.*

QUARTERS ENDING —	All Industries	Building Trades	Boot and Shoe Manufacturing	Textiles	Transportation (Steam and Electric)	Iron and Steel Manufacturing	Printing and Allied Trades
March 31, 1908, . . .	17.9	25.2	8.0	43.9	13.3	16.6	9.0
June 30, 1908, . . .	14.4	18.3	18.2	13.6	8.9	17.8	10.5
September 30, 1908, . . .	10.6	9.3	17.1	15.5	4.8	16.0	12.6
December 31, 1908, . . .	13.9	21.2	6.4	20.9	5.7	16.3	9.4
March 31, 1909, . . .	11.4	18.5	12.8	6.7	4.3	9.8	6.4
June 30, 1909, . . .	6.4	5.0	8.0	6.9	3.7	7.6	5.6
September 30, 1909, . . .	4.8	3.1	7.1	5.1	2.9	3.5	4.4
December 31, 1909, . . .	9.4	17.8	3.3	12.6	2.2	10.9	3.6
March 31, 1910, . . .	7.1	8.9	7.4	8.7	5.2	4.2	3.6
June 30, 1910, . . .	7.0	4.2	9.6	17.9	4.9	3.9	3.8
September 30, 1910, . . .	5.6	4.5	7.9	7.5	3.1	5.0	3.7
December 31, 1910, . . .	10.2	18.0	5.0	8.6	4.0	14.3	4.0
March 31, 1911, . . .	10.4	19.3	12.0	9.7	4.1	6.3	4.6
June 30, 1911, . . .	6.6	6.4	4.4	21.3	2.8	13.4	4.5
September 30, 1911, . . .	5.6	5.0	4.5	11.9	2.4	7.5	6.6
December 30, <sup>1</sup> 1911, . . .	9.7	20.9	2.3	7.5	3.0	12.6	6.0
March 30, <sup>2</sup> 1912, . . .	<sup>2</sup> 14.1	17.0	13.9	<sup>2</sup> 29.1	1.9	7.8	5.7
June 29, <sup>1</sup> 1912, . . .	5.3	2.7	8.3	2.4	2.6	10.7	5.4
September 30, 1912, . . .	4.7	2.5	9.2	5.3	1.9	10.5	3.9
December 31, 1912, . . .	9.1	14.9	4.6	12.9	3.2	11.9	3.7
March 31, 1913, . . .	11.3	13.4	14.9	14.7	3.9	7.4	2.9
June 30, 1913, . . .	6.4	7.9	5.5	12.8	2.5	9.2	4.5
September 30, 1913, . . .	6.8	9.2	6.2	13.0	2.1	8.1	4.2
December 31, 1913, . . .	10.4	23.9	4.0	5.9	4.1	18.2	5.0
March 31, 1914, . . .	12.9	29.7	14.4	5.1	3.6	11.5	5.0
June 30, 1914, . . .	9.9	12.4	12.9	6.4	3.5	13.1	9.8
September 30, 1914, . . .	11.0	13.8	13.3	11.6	4.5	13.8	7.8
December 31, 1914, . . .	18.3	33.8	14.7	21.2	6.8	18.5	12.1
March 31, 1915, . . .	16.6	26.3	22.4	10.1	8.8	11.8	9.8
June 30, 1915, . . .	10.6	13.2	10.9	6.9	4.4	12.2	10.5
September 30, 1915, . . .	7.0	8.5	5.5	3.6	3.2	<sup>3</sup> 16.2	5.7
December 31, 1915, . . .	8.6	17.6	2.2	4.0	7.0	<sup>3</sup> 12.3	5.9
March 31, 1916, . . .	8.6	22.0	5.1	4.3	3.2	5.4	7.9
June 30, 1916, . . .	4.2	7.6	3.4	3.1	3.8	2.1	3.0
September 30, 1916, . . .	3.9	3.7	4.7	2.2	4.2	1.6	3.7
December 30, <sup>1</sup> 1916, . . .	6.0	11.0	2.9	3.5	2.7	3.4	4.2
March 31, 1917, . . .	7.3	16.0	6.6	4.5	3.8	3.5	4.8
June 30, 1917, . . .	8.4	5.8	<sup>4</sup> 24.3	4.2	2.2	3.4	4.2
September 29, <sup>1</sup> 1917, . . .	5.6	6.2	<sup>4</sup> 12.5	3.8	2.2	2.3	3.1
December 31, 1917, . . .	7.4	18.5	4.4	3.1	3.4	3.6	3.0

<sup>1</sup> As the last day of this quarter fell on Sunday, the previous day was taken as the date for which information was requested.

<sup>2</sup> This percentage was unusually high because the number reported as unemployed included over 9,000 organized textile workers in Lowell who were involved in a strike pending on March 30, 1912.

<sup>3</sup> This high percentage was due principally to the unemployment of a very large number of machinists in Worcester who were on strike.

<sup>4</sup> This comparatively large percentage was due to the unemployment of boot and shoe operatives in Lynn, as the result of the closing down in April of eighteen or more large factories, pending the negotiation of a new working agreement. Although an agreement was reached on September 20, the factories were not in full operation in all departments at the close of September.

*Building Trades.* In this group of trades a percentage exceeding 20.0 per cent was recorded at the close of March in each of the years 1908, 1914, 1915, and 1916, and at the close of December in each of the years

1908, 1911, 1913, and 1914. It will be observed that in the building trades higher percentages are usually reported as unemployed at the close of March and December in each year than at the close of June or September in the same year, and the differences in percentages illustrate the extent to which building operations are suspended during the winter season. The highest percentage reported as unemployed in this group of trades at the close of any quarter during the ten-year period, 1908-1917, was 33.8 on December 31, 1914, when severe weather conditions, occurring during a general industrial depression, resulted in the unemployment of very large numbers of building tradesmen. During periods of depression, such as those which occurred in 1908 and 1914, high percentages unemployed in the building trades were also recorded at the close of June and September.

*Boot and Shoe Manufacturing.* Usually in this industry there is a slack period in the Spring, commonly termed by the trade as "between seasons", and it will be observed that the percentage reported as unemployed at the close of March each year was, with only one exception (1914) higher than the corresponding percentage for the close of December in the same year. In 1908 and 1914 the percentages at the close of June and September were decidedly high for this industry and indicated the effect of the general industrial depression during those two years. The high percentages reported as unemployed at the close of June and September in 1917 were due to the closing down in April of that year of 18 or more factories in Lynn as a result of an industrial controversy. Although an agreement between the employers and employees was reached on September 20, the factories were not in full operation in all departments at the close of September.

*Textile Industry.* In this industry the effects of the industrial depression during the winter of 1907-1908 were very keenly felt, the percentage at the close of March, 1908, having been 43.9, and although there was some recovery during the second and third quarters of the year 1908, the high percentage, 20.9, at the close of December, 1908, indicated that the recovery was by no means complete even at that time. The very high percentage (29.1) on March 30, 1912, was due to the unemployment of a large number of textile workers who were involved in strikes on that date. Other high percentages were reported as follows: 21.3, on June 30, 1911; 21.2, on December 31, 1914; and 17.9, on June 30, 1910. At the close of each quarter during the three-year period, 1915-1917, the percentages were uniformly low, indicating that, as a result of European demands for textile products, the textile operatives in this State were quite fully employed.

In this connection it should be pointed out that owing to the com-

paratively small percentage organized of the aggregate number of textile workers in Massachusetts, the returns for this industry are, admittedly, very meagre. Organizations which report, however, are composed principally of the more skilled workmen in this industry, on the progress of whose work depend those processes on which unskilled labor is principally employed. The facts, therefore, may be taken as representative of general conditions in the industry from time to time, but no claim is made that they constitute a fully reliable index of the amount of unemployment throughout the entire industry at any one time.

*Transportation (Steam and Electric).* The highest percentages unemployed in this industry were 13.3, on March 31, 1908; 8.9, on June 30, 1908; and 8.8, on March 31, 1915. Ordinarily railroad employees are rather continuously employed, and the percentages unemployed, therefore, are usually low and fairly constant. Furthermore, it is a practice of the railway companies to place their employees on "short time" rather than to reduce the force whenever conditions are such as to necessitate a curtailing of expenses during periods of depression. For this reason the comparative percentages do not indicate the full measure of unemployment in this industry during such periods.

*Iron and Steel Manufacturing.* The percentages reported as unemployed at the close of each quarter in 1908, 1912, 1914, and 1915, with the exception of the first quarter in 1912, exceeded 10.0 per cent, which percentage may be considered as decidedly above normal for this industry. It is also of interest to note that at the close of December in each of the eight years, 1908-1915, the percentages exceeded 10.0 per cent. In 1916 and 1917, however, the great demand for munitions and other metal products for use in Europe resulted in reducing the percentages unemployed to a very low figure, and, except for a certain amount of unemployment due to strikes, the effects of which are reflected in high percentages unemployed, the same satisfactory conditions existed at the close of September and December in 1915 as in 1916 and 1917.

*Printing and Allied Trades.* High percentages were reported as unemployed in this group of trades during the periods of general industrial depression in 1908 and in 1914 and 1915, but in other years the percentages seldom exceeded 6.0 per cent, and were fairly constant, averaging about 5.0 per cent. Although there was actually less activity in these trades in 1916 and 1917 as a result of war conditions and a shortage in the supply of paper, only comparatively small numbers of printing tradesmen were reported as unemployed at the close of any quarter during these two years, except the first quarter in 1916, the reason being that any surplus labor was readily absorbed by other industries.

## D. UNEMPLOYMENT IN THE VARIOUS OCCUPATIONS.

An examination of the statistics of unemployment in the various occupations<sup>1</sup> discloses a very wide range in the percentages unemployed. In the same occupation there may be at one time practically no unemployment among the members of the organizations reporting, while at another time the percentage may reach a high figure. A comparison of the percentages for one occupation with those of another may also disclose a wide variation in the amount of unemployment in the occupations compared. Again, in certain occupations, the percentages unemployed may continue fairly constant for a long period, then abruptly rise to a high point. For the occupations in the building trades (carpenters, bricklayers, painters, etc.) much seasonal unemployment is usually reported at the close of March and December in each year.

While the percentages of unemployment by occupations may prove of comparative value in certain instances, they should be used with caution, particularly where comparisons are made between percentages in those occupations for which, owing to the small number of employees reporting, the returns may not have been properly representative. On the whole, comparisons based on percentages unemployed in the several more important industries are to be recommended in preference to comparisons on an occupational basis.

## 2. DISCUSSION OF UNEMPLOYMENT CHARTS.

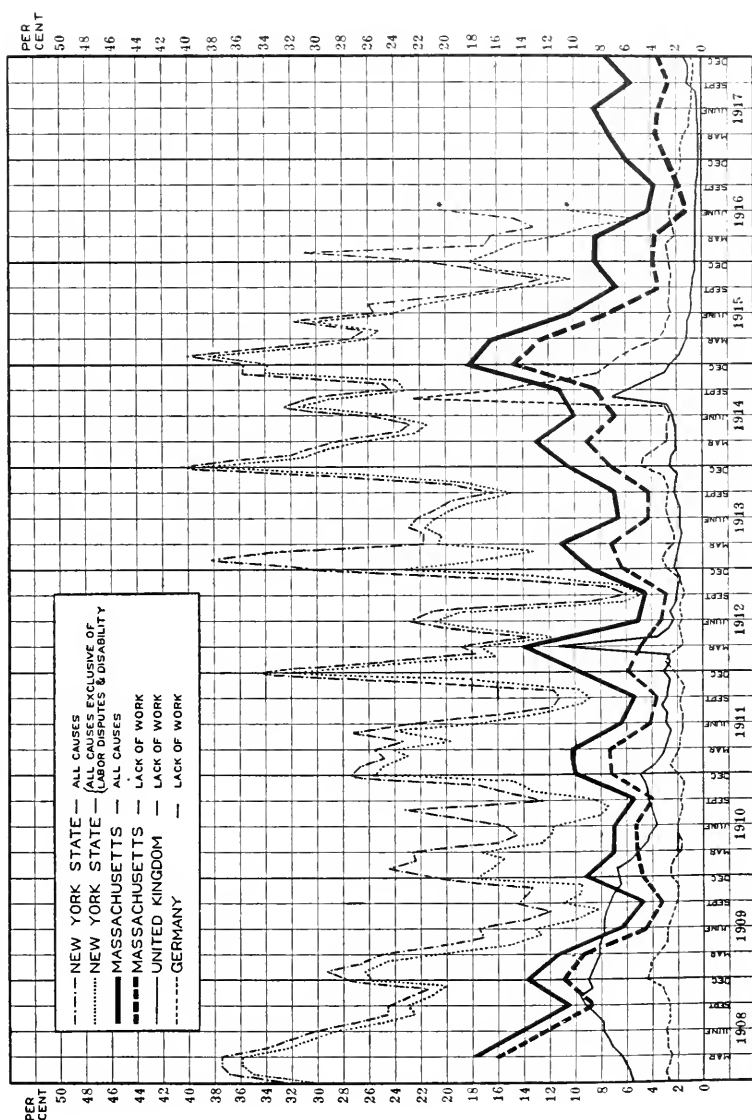
Statistics relative to unemployment have been collected in several European countries and in New York State and Massachusetts for a number of years, but owing to the varying methods of collecting these statistics, and the differing sources from which they are obtained, the data for the several countries are not *directly* comparable with similar data obtained in Massachusetts and New York State.<sup>2</sup> The percentages unemployed on specific dates may, however, be used in plotting graphs showing the fluctuations in unemployment in the several countries during a period of years. For purposes of making a comparison of these fluctuations, the Bureau has prepared the chart appearing on the following page, showing graphically the extent to which the periods of industrial

<sup>1</sup> Percentages in detail, by occupations, for the years 1916 and 1917 are presented in Table 8 on page 53 of this report; for the years, 1910 to 1915 in *Labor Bulletin No. 118*, on pp. 56 and 57; and for years 1908 and 1909 in *Labor Bulletin No. 105*, on p. 56.

<sup>2</sup> In New York State the collection of data of this character was discontinued after June, 1916.

**CHART II. — Percentages of Trade Union Members Unemployed in Massachusetts, New York State, United Kingdom, and Germany, 1908-1917.**

*NOTE.* — The fluctuations only in the curves may be compared. Owing to the fact that the sources of information vary greatly in the several countries considered in this chart, a comparison, as between countries, of the percentages unemployed would be misleading.



• Collection of data discontinued after June, 1916.

prosperity and depression in Massachusetts and New York State correspond with those in the United Kingdom and Germany. An examination of the chart shows a remarkable correspondence in the fluctuations of the several graphs, but it will be observed that the fluctuations in the graphs representing the returns for Germany and the United Kingdom are by no means as pronounced as the corresponding fluctuations in those representing the conditions in Massachusetts or New York State. This, no doubt, may be explained by the fact that the British and German returns refer to far larger numbers of employees than do the returns for New York State and Massachusetts, and consequently large variations in the numbers unemployed in a few industries do not affect the general percentages for those countries to the extent that similar variations would affect the percentages for New York State and Massachusetts.

The percentages used in plotting the Massachusetts graphs, of which there are two — the one representing unemployment for *all causes* and the other representing the percentages unemployed because of *lack of work* — have already been discussed in some detail,<sup>1</sup> but certain significant facts are brought out by the fluctuations in these graphs. Thus the graph representing unemployment for *all causes* shows, in general, a downward inclination from the high point in 1908 following the period of industrial depression until the end of the third quarter in 1911, interrupted, however, by upward fluctuations during the winter period of each year. In the Spring of 1912, it rose rapidly upward, this being due to the effect of the strikes of very large numbers of textile workers, notably those at Lawrence and Lowell. By the close of September, 1912, conditions had become much more normal, but after the close of 1912 there was an upward trend until, at the close of December, 1914, the highest point recorded during the entire period was reached, marking the climax of the period of industrial depression which began in the Fall of 1914 and continued through the Spring of 1915. In 1915 there began again a period of prosperity which is indicated by the downward trend of the graph during that year. Except for the usual upward fluctuation during the winter months this trend continued downward until the close of September, 1916, when the lowest point for the entire ten-year period was reached. The trend of the graph was then upward until the close of June, 1917 (the upward trend after the winter season having been due principally to a general strike of boot and shoe workers in Lynn). At the close of September, 1917, the graph again reached a low point, but moved upward a few points during the last quarter of the year.

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<sup>1</sup> See pages 28, 29 and 31.

The graph representing unemployment because of *lack of work* follows, in general, the trend of that for *all causes*, already described, and, usually, at a fairly constant distance below it. Exceptions to this rule are found at the high points reached at the close of March, 1912, and at the close of June, 1917, by the graph for all causes, due to the unemployment resulting, in the former case, from the series of textile strikes, and, in the latter case, to the general strike of boot and shoe workers in Lynn, to which reference has been made.

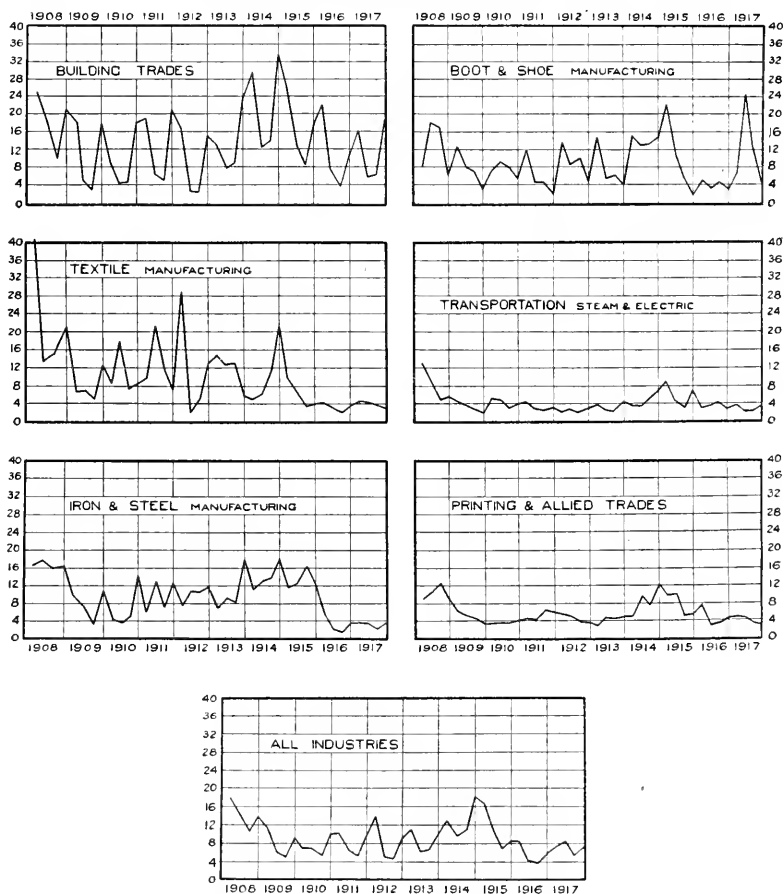
No comparison of the general level of the several graphs can properly be made, owing to the varying nature of the returns on which they have been based. The generally high level of the two graphs for New York State has been attributed to the relatively large representation in the returns for that State of certain trades in which usually there is apt to be considerable unemployment, as, for example, in the garment trades in New York City.

For the purpose of showing the fluctuations in unemployment in the principal industries of Massachusetts, the chart appearing on the following page has been prepared. In general, the graphs for the six principal industries follow the trend of the graph representing the fluctuations of unemployment in all industries. For convenience in making comparisons, the graph representing unemployment in all industries for all causes has been reproduced at the bottom of the chart.

Attention may be called to the more significant facts brought out by the fluctuations in the graphs for the respective industries. Thus in the case of the *building trades*, one will observe the effect of seasonal inactivity due to unemployment during the winter months. In *boot and shoe manufacturing*, "between seasons" periods are represented by high points occurring quite uniformly in the Spring of the year. In *textile manufacturing* no special uniformity in fluctuations will be observed. The high point in the Spring of 1912 represents for this industry the unemployment due to strikes in the principal textile centers, to which reference has already been made. The great demand for textiles for shipment to Europe in 1916 and 1917 is reflected in the uniformly low level followed by the graph in those years. The graph representing unemployment in *transportation*, with the exception of fluctuations upward at times of depression, shows a uniformly low percentage unemployed.

Marked fluctuations in the graph representing *iron and steel manufacturing* occurred, and the effect of the industrial depressions in 1908 and in 1914 and 1915 is very evident. There were no marked fluctuations in the graph representing *printing and allied trades* except those which were due to general industrial depression.

**CHART III.—Percentages of Trade Union Members Unemployed in Massachusetts, 1908-1917: By Principal Industries.**





By way of general summary, it may be stated that the transportation industry, and the printing and allied trades show usually less unemployment than any of the other branches, and even in times of depression, the proportion of wage-earners thrown out of work as represented by the percentages and by the upward fluctuations of the graphs, is by no means as large as in the case of the other industries. If the returns made by labor organizations may be taken as representative of conditions generally throughout the Commonwealth, the industries which should receive first consideration, in the order of their relative importance from the standpoint of the unemployment problem, would appear to be as follows: (1) Building trades; (2) textile manufacturing; (3) boot and shoe manufacturing; (4) iron and steel manufacturing; (5) printing and allied trades; and (6) transportation.



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#### IV.

#### **DETAILED STATISTICAL TABLES.**

TABLE 1. — National and International Organizations Having Affiliated Locals in Massachusetts at the Close of 1916 and 1917, Showing the Number and Membership of Locals in Massachusetts.

TABLE 2. — Number and Membership of Local Unions at the Close of 1916 and 1917: By Municipalities and Sex.

TABLE 3. — Number and Membership of Local Unions at the Close of 1916 and 1917: By Occupations and Sex.

TABLE 4. — Number and Membership of Local Trade Unions at the Close of 1916 and 1917, Having Women as Members: By Municipalities.

TABLE 5. — Number and Membership of Local Trade Unions at the Close of 1916 and 1917, Having Women as Members: By Occupations.

TABLE 6. — Number and Membership of Local Trade Unions at the Close of 1916 and 1917: By Industries.

TABLE 7. — Number and Membership of Identical Unions Existing Both at the Close of 1916 and 1917: By Municipalities.

TABLE 8. — Percentages of Membership of Trade Unions Unemployed (All Causes) at the Close of Each Quarter in 1916 and 1917: By Principal Occupations.

TABLE 9. — Percentages of Membership of Trade Unions Unemployed (All Causes) at the Close of Each Quarter in 1916 and 1917: By Principal Cities.



TABLE 1. — *National and International Organizations Having Affiliated Locals in Massachusetts at the Close of 1916 and 1917, Showing the Number and Membership of Local Unions in Massachusetts at the Close of Each Year.*<sup>1</sup>

PRINCIPAL NATIONAL AND INTERNATIONAL ORGANIZATIONS HAVING AFFILIATED LOCAL UNIONS IN MASSACHUSETTS.	NUMBER OF LOCAL UNIONS IN MASSACHUSETTS		MEMBERSHIP OF LOCAL UNIONS IN MASSACHUSETTS	
	1916	1917	1916	1917
<b>The State.</b>	<b>2 1,415</b>	<b>2 1,460</b>	<b>2 257,007</b>	<b>2 277,720</b>
American Federation of Labor (locals directly affiliated),	57	62	7,387	6,534
Bakery and Confectionery Workers International Union of America,	15	15	1,042	1,221
Barbers International Union of America, Journeymen	34	34	2,768	2,525
Blacksmiths and Helpers, International Brotherhood of	11	10	1,040	961
Boot and Shoe Workers Union,	72	74	28,249	27,671
Brewery Workmen of America, International Union of the United	19	19	2,210	2,596
Bricklayers, Masons, and Plasterers International Union of America,	40	43	3,260	4,377
Carpenters and Joiners of America, United Brotherhood of	146	144	21,211	21,145
Cigar Makers International Union of America,	16	16	3,368	3,230
Clerks International Protective Association, Retail	17	17	1,872	1,676
Clothing Workers of America, Amalgamated	9	9	5,266	4,902
Electrical Workers, International Brotherhood of	52	58	10,711	11,416
Engineers, International Union of Steam and Operating	22	21	2,889	2,343
Firemen and Oilers, International Brotherhood of Stationary	17	15	2,168	2,497
Garment Workers, International Ladies	8	8	1,686	3,090
Granite Cutters International Association of America, The	20	18	2,079	2,026
Hod Carriers, Building and Common Laborers Union of America, International	13	19	4,100	6,528
Hotel and Restaurant Employees International Alliance and				
Bartenders International League of America,	31	36	6,578	8,147
Knights of Labor,	9	8	1,306	1,406
Locomotive Engineers, Brotherhood of	7	7	1,601	1,596
Locomotive Firemen and Enginemen, Brotherhood of	10	10	2,231	2,365
Longshoremen's Association, International	7	8	2,039	1,943
Machinists, International Association of	39	41	9,078	15,607
Metal Polishers, Buffers, Platers, Brass and Silver Workers Union of North America,	18	18	3,004	1,907
Metal Workers International Alliance, Amalgamated Sheet	17	17	1,140	1,106
Molders Union of North America, International	28	28	3,841	4,111
Musicians, American Federation of	26	26	5,532	5,380
Painters, Decorators, and Paperhangers of America, Brotherhood of	61	63	6,775	6,593
Paper Makers, International Brotherhood of	9	9	1,522	1,192
Plumbers and Steamfitters of the United States and Canada, United Association of	46	46	3,625	3,482
Printing Pressmen and Assistants Union of North America, International	12	13	1,739	1,734
Railroad Station Employees, Brotherhood of	12	11	1,503	1,912
Railroad Telegraphers, The Order of	5	5	1,151	1,259
Railroad Trainmen, Brotherhood of	21	21	4,592	4,744

<sup>1</sup> In this table specific data are shown for those national and international organizations which had at least four affiliated local unions and an affiliated membership of at least 1,000 in Massachusetts at the close of 1916. The data for the other national and international unions are included under "All other national and international organizations." At the close of 1916 there were 36, and at the close of 1917 there were 35 national and international organizations having one or more affiliated local unions in the United States which had no affiliated local unions in Massachusetts.

Lists of their affiliated local unions in Massachusetts and statements showing the aggregate membership of these locals were obtained in most instances from the national and international organizations at the close of 1916 and of 1917, and from each of the local unions in Massachusetts reports showing membership and other data were obtained at the close of each quarter in 1916 and 1917. The data relative to membership furnished by the local unions were checked up against similar data obtained directly from the national and international unions.

<sup>2</sup> At the close of 1917 there were 21 local unions having an aggregate membership of 3,831, and at the close of 1916 there were 20 local unions having an aggregate membership of 3,582, which were affiliated with two of the organizations listed in this table; consequently the totals for the State exceed the sum of the items appearing thereunder by the amount of these duplications.

TABLE 1. — *National and International Organizations Having Affiliated Locals in Massachusetts at the Close of 1916 and 1917, Showing the Number and Membership of Local Unions in Massachusetts at the Close of Each Year — Concluded.*

PRINCIPAL NATIONAL AND INTERNATIONAL ORGANIZATIONS HAVING AFFILIATED LOCAL UNIONS IN MASSACHUSETTS.	NUMBER OF LOCAL UNIONS IN MASSACHUSETTS		MEMBERSHIP OF LOCAL UNIONS IN MASSACHUSETTS	
	1916	1917	1916	1917
Railway Clerks, Brotherhood of . . . . .	19	24	1,451	2,132
Railway Employees of America, Amalgamated Association of Street and Electric . . . . .	25	26	16,335	15,934
Shoe Workers of America, United . . . . .	18	23	8,301	9,639
Shoe Workers Protective Union, . . . . .	7	7	4,391	4,805
Spinners Union, International . . . . .	10	10	1,961	1,994
State, City, Town, and County Employees Unions, National Federation of . . . . .	37	35	5,847	5,244
Teamsters, Chauffeurs, Stablemen, and Helpers of America, International Brotherhood of . . . . .	41	45	10,713	10,809
Textile Workers of America, United . . . . .	52	47	10,512	10,911
Theatrical Stage Employees and Moving Picture Machine Oper- ators of the United States and Canada, International Alliance of . . . . .	28	29	1,247	1,233
Typographical Union, International . . . . .	21	23	3,152	3,325
Weavers, National Federation of Cloth . . . . .	4	4	5,229	5,507
All other national and international organizations, . . . . .	219	230	27,638	35,067
Independent locals ( <i>i.e.</i> , locals having no national or interna- tional affiliation), . . . . .	29	29	5,249	5,429
<i>Unions affiliated with the American Federation of Labor, . . . . .</i>	<i>1,150</i>	<i>1,231</i>	<i>201,015</i>	<i>221,493</i>
<i>Unions not affiliated with the American Federation of Labor, . . . . .</i>	<i>266</i>	<i>239</i>	<i>55,992</i>	<i>56,227</i>

TABLE 2. — *Number and Membership of Local Unions at the Close of 1916 and 1917:  
By Municipalities and Sex.*

MUNICIPALITIES.	1916				1917			
	Number of Unions	MEMBERSHIP			Number of Unions	MEMBERSHIP		
		Males	Females	Totals		Males	Females	Totals
<b>The State.</b>	<b>1,416</b>	<b>225,695</b>	<b>31,312</b>	<b>257,007</b>	<b>1,460</b>	<b>238,846</b>	<b>38,874</b>	<b>277,720</b>
Adams, . . . . .	6	698	200	898	6	735	70	805
Athol, . . . . .	7	220	8	228	7	181	8	189
BEVERLY, . . . . .	6	680	—	680	9	928	4	932
BOSTON, . . . . .	293	90,736	9,786	100,522	308	94,578	11,201	105,779
BROCKTON, . . . . .	50	11,956	4,320	16,276	51	11,797	3,966	15,763
CAMBRIDGE, . . . . .	11	1,537	195	1,732	10	1,488	—	1,488
CHELSEA, . . . . .	9	2,104	103	2,207	11	2,123	163	2,286
CHICOPEE, . . . . .	12	679	195	874	13	743	—	743
Clinton, . . . . .	6	213	—	213	6	187	—	187
FALL RIVER, . . . . .	40	6,900	2,529	9,429	39	6,671	2,225	8,896
FITCHBURG, . . . . .	35	2,025	56	2,081	33	2,082	119	2,201
Framingham, . . . . .	12	1,063	220	1,283	11	833	67	900
Gardner, . . . . .	10	1,014	—	1,014	9	683	—	683
GLOUCESTER, . . . . .	15	1,529	90	1,619	16	4,150	110	4,260
Greenfield, . . . . .	17	1,046	15	1,061	17	1,045	3	1,048
HAVERHILL, . . . . .	36	7,800	1,175	8,975	36	7,558	1,188	8,746
HOLYOKE, . . . . .	44	4,356	199	4,555	46	4,557	165	4,722
LAWRENCE, . . . . .	40	3,921	92	4,013	45	4,650	278	4,928
LOWELL, . . . . .	72	10,075	503	10,578	69	10,577	3,964	14,541
LYNN, . . . . .	52	10,147	2,984	13,131	54	9,604	4,174	13,778
MALDEN, . . . . .	8	559	—	559	8	618	—	618
MARLBOROUGH, . . . . .	13	487	55	542	12	537	26	563
Maynard, . . . . .	8	650	341	991	7	1,007	647	1,654
Milford, . . . . .	10	869	166	1,035	10	808	137	945
Montague, . . . . .	7	162	—	162	5	93	—	93
Natick, . . . . .	7	465	48	513	7	372	35	407
NEW BEDFORD, . . . . .	42	7,245	2,314	9,559	46	8,787	3,611	12,398
NEWBURYPORT, . . . . .	6	180	3	183	11	515	56	571
NEWTON, . . . . .	9	1,150	—	1,150	8	1,038	—	1,038
NORTH ADAMS, . . . . .	24	854	211	1,065	26	1,030	178	1,208
NORTHAMPTON, . . . . .	22	1,067	9	1,076	24	1,137	9	1,146
Norwood, . . . . .	8	534	173	707	9	637	178	815
PITTSFIELD, . . . . .	32	3,879	289	4,168	33	3,042	259	3,301
QUINCY, . . . . .	19	2,346	—	2,346	19	2,776	—	2,776
SALEM, . . . . .	32	3,206	600	3,806	33	3,556	779	4,335
SOMERVILLE, . . . . .	7	1,527	—	1,527	7	1,376	—	1,376
SPRINGFIELD, . . . . .	78	12,895	715	13,610	83	15,273	833	16,106
TAUNTON, . . . . .	34	3,105	109	3,214	34	2,833	66	2,899
Wakefield, . . . . .	6	471	14	485	6	336	42	378
WALTHAM, . . . . .	12	1,159	—	1,159	13	1,110	—	1,110
Watertown, . . . . .	5	334	—	334	5	415	—	415
Westfield, . . . . .	18	1,257	40	1,297	16	909	43	952
Whitman, . . . . .	7	1,221	325	1,546	7	951	352	1,303
WORCESTER, . . . . .	67	8,901	522	9,423	68	9,132	693	9,825
Other cities and towns, . . . . .	162	12,473	2,708	15,181	167	15,388	3,225	18,613

TABLE 3. — *Number and Membership of Local Unions at the Close of 1916 and 1917: By Occupations and Sex.*

OCCUPATIONS.	1916				1917			
	Number of Unions	MEMBERSHIP			Number of Unions	MEMBERSHIP		
		Males	Females	Totals		Males	Females	Totals
<b>All Occupations.</b>	<b>1,416</b>	<b>225,695</b>	<b>31,312</b>	<b>257,007</b>	<b>1,460</b>	<b>238,846</b>	<b>38,874</b>	<b>277,720</b>
Bakers and confectioners, . . .	15	1,042	—	1,042	15	1,215	6	1,221
Barbers, . . . . .	34	2,768	—	2,768	34	2,525	—	2,525
Bartenders, . . . . .	22	3,803	—	3,803	24	3,804	—	3,804
Blacksmiths and helpers, . . .	11	1,040	—	1,040	10	961	—	961
Boilermakers and helpers, . . .	6	717	—	717	7	842	—	842
Bookbinders, . . . . .	5	410	366	776	1	—	—	—
<i>Boot and shoe workers:</i> . . .	<i>103</i>	<i>30,803</i>	<i>12,364</i>	<i>43,167</i>	<i>112</i>	<i>30,902</i>	<i>13,501</i>	<i>44,403</i>
Cutters, . . . . .	10	4,901	225	5,126	10	4,981	245	5,226
Lasters, . . . . .	10	3,496	6	3,502	11	3,260	11	3,271
Mixed, . . . . .	33	9,483	5,598	15,081	33	9,091	6,677	15,768
Stitchers, . . . . .	8	954	4,476	5,430	8	710	4,004	4,714
Trees, dressers, and pack- ers, . . . . .	8	1,680	1,280	2,960	9	1,468	1,441	2,909
Turn workmen, . . . . .	6	3,160	—	3,160	6	3,200	—	3,200
<i>Boot and shoe workers</i> <i>(n. e. s.), . . . . .</i>	<i>28</i>	<i>7,129</i>	<i>779</i>	<i>7,908</i>	<i>35</i>	<i>8,192</i>	<i>1,123</i>	<i>9,315</i>
Bottlers and drivers, . . . . .	10	1,403	—	1,403	9	1,217	—	1,217
Brewery workmen, . . . . .	9	807	—	807	10	1,379	—	1,379
Bricklayers, masons, and plasterers, . . . . .	45	4,031	—	4,031	48	4,920	—	4,920
Carmen, railway, . . . . .	1	—	—	—	7	1,294	30	1,324
Carpenters, . . . . .	147	21,286	—	21,286	145	21,220	—	21,220
Cigarmakers, . . . . .	16	3,078	290	3,368	16	2,927	303	3,230
Clerks, railway, . . . . .	19	1,404	47	1,451	23	1,825	157	1,982
Clerks, retail, . . . . .	18	1,749	328	2,077	19	2,278	345	2,623
Compositors, . . . . .	20	2,846	286	3,132	21	2,841	309	3,150
Conductors, railway, . . . . .	7	998	—	998	7	1,009	—	1,009
Cooks and waiters, . . . . .	9	2,094	681	2,775	12	3,516	741	4,257
Cutting die and cutter makers, . . . . .	6	131	—	131	6	127	—	127
Electrical workers, <sup>2</sup> . . . . .	34	5,763	600	6,363	41	5,550	496	6,046
Engineers, hoisting and portable, . . . . .	7	642	—	642	7	646	—	646
Engineers, locomotive, . . . . .	7	1,601	—	1,601	7	1,596	—	1,596
Engineers, stationary, . . . . .	15	2,247	—	2,247	14	1,697	—	1,697
Firemen, locomotive, . . . . .	10	2,231	—	2,231	10	2,365	—	2,365
Firemen, stationary, . . . . .	17	2,168	—	2,168	15	2,497	—	2,497
Freight handlers and clerks, . . .	5	1,399	—	1,399	6	1,700	—	1,700
Garment workers, . . . . .	21	4,629	3,597	8,226	21	4,660	4,317	8,977
Granite cutters, . . . . .	20	2,079	—	2,079	18	2,026	—	2,026
Hat and cap makers, . . . . .	7	302	102	404	8	325	252	577
Hod carriers and building laborers, . . . . .	20	4,822	—	4,822	23	4,550	—	4,550
Horseshoers, . . . . .	5	297	—	297	1	—	—	—
Lathers (wood, wire, and metal), . . . . .	11	501	—	501	12	357	—	357
Longshoremen, . . . . .	5	1,595	—	1,595	6	1,463	—	1,463
Machinists, . . . . .	47	10,723	4	10,727	48	13,066	3,053	16,119
Maintenance of way em- ployees, . . . . .	15	934	—	934	15	911	—	911
Metal polishers, buffers, and platers, . . . . .	16	1,822	—	1,822	17	1,865	—	1,865
Molders and coremakers, . . . .	28	3,841	—	3,841	28	4,111	—	4,111
Municipal employees, . . . . .	45	6,491	10	6,501	48	6,613	78	6,691
Musicians, . . . . .	28	5,097	562	5,659	27	4,957	509	5,466
Painters, decorators, and paperhangers, . . . . .	61	6,775	—	6,775	63	6,593	—	6,593
Paper makers, . . . . .	10	1,328	234	1,562	10	1,156	136	1,292
Pattern makers, . . . . .	7	656	—	656	9	767	—	767
Paving cutters, . . . . .	7	316	—	316	8	330	—	330
Plumbers, steamfitters, and gasfitters, . . . . .	47	3,725	—	3,725	47	3,582	—	3,582
Printing pressmen, . . . . .	12	1,739	—	1,739	13	1,733	1	1,734
Quarry workers, . . . . .	9	539	—	539	8	511	—	511
Railroad workers, . . . . .	16	1,654	—	1,654	13	965	—	965

<sup>1</sup> Included under "All others," as there were less than five unions in this occupation at the close of the year.<sup>2</sup> Not including telephone operators, for which see p. 49.



TABLE 3. — *Number and Membership of Local Unions at the Close of 1916 and 1917: By Occupations and Sex — Concluded.*

OCCUPATIONS.	1916				1917			
	Number of Unions	MEMBERSHIP			Number of Unions	MEMBERSHIP		
		Males	Females	Totals		Males	Females	Totals
Roofers, . . . . .	1	—	—	—	5	154	—	154
Sheet metal workers, . . .	17	1,140	—	1,140	18	1,167	—	1,167
Station agents and employees, . . . . .	16	2,555	3	2,558	15	2,314	4	2,318
Steam railroad employees (n. e. s.), . . .	7	582	—	582	5	563	—	563
Stereotypers and electrotypers, . . . . .	6	429	—	429	6	435	—	435
Street and electric railway employees, . . . . .	25	16,121	214	16,335	26	15,723	211	15,934
Tailors and dressmakers, . . .	7	385	65	450	8	320	24	344
Teamsters, chauffeurs, stablemen, etc., . . . . .	42	10,933	—	10,933	46	11,059	—	11,059
Telegraphers, railroad, . . .	5	1,107	44	1,151	6	1,228	51	1,279
Telephone operators, . . . .	18	1	4,347	4,348	17	1	5,369	5,370
<i>Textile workers:</i> . . . . .	70	12,442	5,616	18,058	68	13,619	6,998	20,617
Loomfixers, . . . . .	13	3,285	—	3,285	14	3,403	—	3,403
Mulespinners, . . . . .	11	1,961	125	2,086	11	1,995	82	2,077
Weavers, . . . . .	9	2,859	3,536	6,395	9	3,933	2,996	6,929
Textile workers (n. e. s.), . . .	37	4,337	1,955	6,292	34	4,288	3,920	8,208
Theatrical stage employees, . .	30	1,472	150	1,622	30	1,263	—	1,263
Trainmen, railroad, . . . . .	21	4,592	—	4,592	21	4,744	—	4,744
Upholsterers, . . . . .	5	461	—	461	5	369	20	389
All others, . . . . .	113	17,149	1,402	18,551	117	24,493	1,963	26,456

<sup>1</sup> Included under "All others," as there were less than five unions in this occupation at the close of the year.

TABLE 4. — *Number and Membership of Local Trade Unions at the Close of 1916 and 1917 Having Women as Members: By Municipalities.*

MUNICIPALITIES.	1916		1917	
	Number of Unions Having Women as Members	Number of Women in Unions	Number of Unions Having Women as Members	Number of Women in Unions
<b>The State.</b>	<b>218</b>	<b>31,312</b>	<b>245</b>	<b>38,874</b>
BOSTON, . . . . .	44	9,786	58	11,201
BROCKTON, . . . . .	15	4,320	16	3,966
FALL RIVER, . . . . .	7	2,529	7	2,225
HAVERHILL, . . . . .	9	1,175	9	1,188
LOWELL, . . . . .	9	503	11	3,964
LYNN, . . . . .	13	2,984	13	4,174
Maynard, . . . . .	—	—	4	647
NEW BEDFORD, . . . . .	7	2,314	10	3,611
SALEM, . . . . .	4	600	6	779
SPRINGFIELD, . . . . .	12	715	12	833
WORCESTER, . . . . .	8	522	8	693
Other municipalities, . . . . .	90	5,864	91	5,593

TABLE 5. — *Number and Membership of Local Trade Unions at the Close of 1916 and 1917 Having Women as Members: By Occupations.*

OCCUPATIONS.	1916		1917	
	Number of Unions Having Women as Members	Number of Women in Unions	Number of Unions Having Women as Members	Number of Women in Unions
<b>All Occupations.</b>	<b>218</b>	<b>31,312</b>	<b>245</b>	<b>38,874</b>
<i>Boot and shoe workers:</i>	<i>54</i>	<i>12,364</i>	<i>58</i>	<i>13,501</i>
Boot and shoe workers (mixed), . . . . .	29	5,598	30	6,677
Stitchers, . . . . .	7	4,476	7	4,004
Triers, dressers and packers, . . . . .	5	1,280	5	1,441
Others, . . . . .	13	1,010	16	1,379
Cigarmakers, . . . . .	13	290	11	303
Clerks, railway, . . . . .	7	47	16	157
Clerks, retail, . . . . .	9	328	9	345
Compositors, . . . . .	12	286	14	309
Garment workers, . . . . .	14	3,597	16	4,317
Musicians, . . . . .	24	562	23	509
Tailoresses and dressmakers, . . . . .	5	65	4	24
Telephone operators, . . . . .	18	4,347	17	5,369
<i>Textile workers:</i>	<i>19</i>	<i>5,616</i>	<i>21</i>	<i>6,998</i>
Textile workers (mixed), . . . . .	3	308	2	432
Weavers, . . . . .	8	3,536	7	2,996
Others, . . . . .	8	1,772	12	3,570
All other occupations, . . . . .	43	3,810	56	7,042

TABLE 6. — *Number and Membership of Local Trade Unions at the Close of 1916 and 1917: By Industries.*

CLASSIFICATION.	1916		1917	
	Number	Membership	Number	Membership
<b>All Industries.</b>	<b>1,416</b>	<b>257,007</b>	<b>1,460</b>	<b>277,720</b>
<b>Manufacturing.</b>	<b>519</b>	<b>113,240</b>	<b>523</b>	<b>121,996</b>
<i>Textiles.</i>	70	18,658	68	20,617
<i>Leather and Leather Goods.</i>	105	43,735	114	44,888
Boots and shoes, . . . . .	103	43,167	112	44,403
Other leather goods, . . . . .	2	568	2	485
<i>Metals, Machinery, and Shipbuilding.</i>	124	18,680	122	24,491
Iron and steel products, . . . . .	100	15,784	98	21,658
Miscellaneous metal products, . . . . .	19	2,073	19	2,097
Shipbuilding, . . . . .	5	823	5	1,333
<i>Food, Liquors, and Tobacco.</i>	59	8,806	59	8,252
Food products, . . . . .	20	2,559	20	1,822
Liquors and beverages, . . . . .	21	2,280	21	2,675
Tobacco, . . . . .	18	3,958	18	3,755
<i>Printing and Allied Trades.*</i>	52	6,638	54	6,655
Printing and publishing, . . . . .	43	5,583	46	5,761
Bookbinding and blankbook making, . . . . .	5	776	4	620
Photo engraving, . . . . .	4	279	4	274
<i>Clothing.</i>	37	9,245	39	10,133
Clothing, men's, . . . . .	22	7,105	22	6,256
Clothing, women's, . . . . .	6	1,571	7	3,065
Hats and caps, . . . . .	7	404	9	637
Others, . . . . .	2	165	1	175
<i>Paper and Paper Goods.</i>	10	1,562	10	1,392
<i>Furniture and Woodworking.</i>	20	2,853	20	2,779
<i>Stone, Glass, and Clay Products.</i>	35	3,065	33	2,744
<i>Other Manufacturing Industries.</i>	7	598	4	145
<b>Building.</b>	<b>380</b>	<b>47,337</b>	<b>397</b>	<b>46,540</b>
<i>Building Trades.</i>	360	42,515	374	41,990
<i>Unskilled Building Labor.</i>	20	4,822	23	4,550
<b>Transportation.</b>	<b>246</b>	<b>60,006</b>	<b>257</b>	<b>65,373</b>
Railroad, . . . . .	134	19,238	138	20,344
Road, street, and bridge, . . . . .	76	28,631	80	28,435
Telegraphs and telephones, . . . . .	24	5,684	24	6,845
Water, . . . . .	12	6,453	15	9,749
<b>Trade.</b>	<b>23</b>	<b>3,121</b>	<b>23</b>	<b>3,428</b>
Wholesale and retail, . . . . .	23	3,121	23	3,428
<b>Public Service.</b>	<b>51</b>	<b>7,475</b>	<b>54</b>	<b>7,620</b>
<b>Professional Service.</b>	<b>58</b>	<b>7,281</b>	<b>57</b>	<b>6,729</b>
<b>Domestic and Personal Service.</b>	<b>70</b>	<b>10,160</b>	<b>75</b>	<b>11,228</b>
<b>Extractive Industries.</b>	<b>10</b>	<b>590</b>	<b>9</b>	<b>558</b>
Quarrying, . . . . .	10	590	9	558
<b>Miscellaneous.<sup>1</sup></b>	<b>59</b>	<b>7,797</b>	<b>65</b>	<b>14,248</b>

<sup>1</sup> Includes unions which could not be included under any of the above-mentioned industries chiefly because of their being organized on other than an industrial basis.

TABLE 7. — *Number and Membership of Identical<sup>1</sup> Unions Existing Both at the Close of 1916 and 1917: By Municipalities.*

MUNICIPALITIES.	Number of Identical Unions	MEMBERSHIP		Increase (+) or Decrease (-) in 1917 as Compared with 1916
		1916	1917	
<b>The State.</b>	<b>1,317</b>	<b>247,408</b>	<b>242,830</b>	<b>-4,578</b>
Adams, . . . . .	6	898	805	-93
Athol, . . . . .	6	218	179	-39
BEVERLY, . . . . .	6	680	645	-35
BOSTON, . . . . .	269	97,129	94,748	-2,381
BROCKTON, . . . . .	48	16,211	15,500	-711
CAMBRIDGE, . . . . .	8	1,467	1,259	-208
CHELSEA, . . . . .	8	2,191	1,866	-325
CHICOPEE, . . . . .	11	819	607	-212
Clinton, . . . . .	5	164	175	+11
FALL RIVER, . . . . .	37	9,125	8,630	-495
FITCHBURG, . . . . .	32	1,931	2,190	+259
Framingham, . . . . .	11	1,268	900	-368
Gardner, . . . . .	9	1,011	683	-328
GLOUCESTER, . . . . .	15	1,619	1,260	-359
Greenfield, . . . . .	15	999	953	-46
HAVERHILL, . . . . .	35	8,950	8,446	-504
HOLYOKE, . . . . .	40	4,394	4,299	-95
LAWRENCE, . . . . .	39	3,993	4,071	+78
LOWELL, . . . . .	64	9,050	11,013	+1,963
LYNN, . . . . .	51	13,086	13,609	+523
MALDEN, . . . . .	8	559	618	+59
MARLBOROUGH, . . . . .	12	515	563	+48
Maynard, . . . . .	7	978	1,654	+676
Milford, . . . . .	10	1,035	945	-90
Montague, . . . . .	5	101	93	-8
Natick, . . . . .	7	513	407	-106
NEW BEDFORD, . . . . .	40	9,387	9,337	-50
NEWBURYPORT, . . . . .	6	183	189	+6
NEWTON, . . . . .	8	1,112	1,038	-74
NORTH ADAMS, . . . . .	22	1,030	983	-47
NORTHAMPTON, . . . . .	22	1,076	1,101	+25
Norwood, . . . . .	8	707	775	+68
PITTSFIELD, . . . . .	31	4,138	3,232	-906
QUINCY, . . . . .	17	2,253	2,418	+165
SALEM, . . . . .	29	3,602	3,765	+163
SOMERVILLE, . . . . .	7	1,527	1,376	-151
SPRINGFIELD, . . . . .	74	12,429	13,051	+622
TAUNTON, . . . . .	31	3,048	2,760	-288
Wakefield, . . . . .	6	485	378	-107
WALTHAM, . . . . .	12	1,159	1,095	-64
Watertown, . . . . .	5	334	415	+81
Westfield, . . . . .	16	1,167	952	-215
Whitman, . . . . .	7	1,546	1,303	-243
WORCESTER, . . . . .	64	9,215	9,599	+384
Other cities and towns, . . . . .	148	14,106	12,945	-1,161

<sup>1</sup> The data presented in this table have reference to what the Bureau has designated as "identical unions," i.e., unions which were in existence both at the close of 1916 and 1917. A presentation of this character makes possible the determination of the actual change in membership of unions existing at the close of both years irrespective of any increase in aggregate membership due to the formation of new unions or of any decrease due to the disbanding in 1917 of unions which were in existence at the close of 1916.

TABLE 8. — *Percentages of Membership of Trade Unions Unemployed (All Causes) at the Close of Each Quarter in 1916 and 1917: By Principal Occupations.*

OCCUPATIONS.	1916				1917			
	March 31	June 30	September 30	December 30	March 31	June 30	September 29	December 31
<b>All Occupations.</b>	<b>8.6</b>	<b>4.2</b>	<b>3.9</b>	<b>6.0</b>	<b>7.3</b>	<b>8.4</b>	<b>5.6</b>	<b>7.4</b>
Bakers and confectioners, . . . . .	8.7	7.6	8.8	8.7	7.4	3.4	5.7	8.0
Barbers, . . . . .	2.2	1.3	1.2	1.3	1.3	2.2	1.4	2.2
Bartenders, . . . . .	5.5	5.2	8.4	6.0	4.9	2.0	8.4	18.1
Blacksmiths and horseshoers, . . . . .	6.7	3.9	2.2	7.8	6.4	5.4	1.3	8.0
Boilermakers, . . . . .	8.4	2.2	2.0	1.5	11.9	2.6	1.8	3.3
Bookbinders, . . . . .	0.8	6.7	4.2	1-	0.8	1.9	1.0	0.8
<i>Boot and shoe workers:</i>	<i>5.1</i>	<i>5.4</i>	<i>4.7</i>	<i>2.9</i>	<i>6.6</i>	<i>24.3</i>	<i>12.5</i>	<i>4.4</i>
Boot and shoe workers (mixed), . . . . .	2.3	1.8	4.4	1.5	4.0	8.6	12.1	5.2
Cutters, . . . . .	9.8	2.9	6.8	0.8	13.3	39.5	10.5	4.7
Edgemakers, . . . . .	6.7	6.5	6.6	5.4	3.2	7.0	5.1	6.6
Lasters, . . . . .	15.6	12.0	11.0	9.3	9.5	43.7	25.3	8.7
Stitchers, . . . . .	3.6	1.9	2.8	1.4	9.6	23.7	12.3	2.1
Treeers, dressers, and packers, . . . . .	1.3	6.3	4.7	3.2	4.6	31.1	25.1	4.2
Others, . . . . .	1-	4.9	4.9	6.8	3.7	29.6	7.1	3.8
Bottlers and drivers, . . . . .	1-	1.1	2.4	2.2	1.7	3.3	10.0	0.5
Brewery workmen, . . . . .	7.5	4.9	4.8	4.7	8.0	4.8	4.7	3.7
Bricklayers, masons, and plasterers, . . . . .	42.4	6.4	6.8	25.7	33.8	16.2	22.4	39.4
Carpenters, . . . . .	23.0	8.2	5.1	8.8	12.1	4.7	2.8	15.1
Cigarmakers, . . . . .	12.1	2.9	1.9	1.5	7.3	2.9	2.7	10.7
Clerks, railway, . . . . .	0.6	0.6	0.4	0.5	1.1	0.1	0.4	2.9
Clerks, retail and wholesale, . . . . .	1.8	2.6	1.6	2.0	4.3	3.5	1.5	1.5
Compositors, . . . . .	12.8	2.1	4.5	4.9	4.9	4.5	4.1	4.0
Conductors, railway, . . . . .	4.0	4.3	3.4	4.5	4.5	3.9	3.6	4.1
Cooks and waiters, . . . . .	4.1	1.6	1.0	5.4	6.6	1.8	3.5	6.6
Electrical workers, . . . . .	1.8	0.8	0.8	2.4	1.6	2.8	4.5	3.9
Engineers (hoisting and portable), . . . . .	11.5	7.5	7.3	7.2	1-	1-	4.1	2.1
Engineers (locomotive), . . . . .	10.5	9.9	9.7	8.4	8.9	9.7	8.2	9.3
Engineers (stationary), . . . . .	1.2	0.8	2.1	0.5	2.5	1.2	0.6	0.9
Firemen and engineers (locomotive), . . . . .	4.4	2.6	2.8	3.6	3.8	2.8	3.1	4.3
Firemen (stationary), . . . . .	4.3	3.2	2.8	1.2	1.4	1.7	1.9	1.6
Garment workers, . . . . .	2.8	0.1	2.2	16.1	4.6	10.9	7.4	5.7
Granite cutters and polishers, . . . . .	<sup>2</sup> 74.8	15.8	19.1	42.8	12.9	6.2	8.5	30.1
Hod carriers and building laborers, . . . . .	19.7	16.2	1.5	11.0	33.2	2.1	2.5	14.7
Machinists, . . . . .	4.9	1.6	1.0	3.7	1.8	3.9	2.3	1.5
Metal polishers, buffers, and platers, . . . . .	15.0	8.0	3.9	0.8	6.2	4.5	1.9	3.4
Molders and coremakers (iron and brass), . . . . .	7.6	3.6	4.6	3.0	4.2	1.9	2.6	7.3
Municipal employees, . . . . .	8.4	2.7	3.4	6.9	13.5	1.1	2.8	13.3
Painters, decorators, and paperhangers, . . . . .	29.4	9.1	3.5	16.7	12.3	5.5	8.9	39.6
Paper and pulp makers, . . . . .	3.9	17.8	1.4	4.0	2.6	28.2	7.8	6.4
Plumbers, gasfitters, and steamfitters, . . . . .	18.7	8.4	3.1	4.0	14.3	8.3	10.0	3.4
Printing pressmen, . . . . .	1.7	2.0	1.7	3.1	7.0	4.8	1.5	1.1
Quarry workers, . . . . .	55.3	13.7	10.8	22.0	27.8	3.6	3.0	16.8
Railroad workers, . . . . .	5.7	5.0	6.4	3.6	1.5	0.6	0.6	2.6
Sheet metal workers, . . . . .	4.9	12.6	1.4	3.3	9.2	2.8	1.2	2.5
Station agents and employees, . . . . .	1.4	0.6	1.4	1.6	0.5	1.0	0.8	0.4
Stereotypers and electrotypers, . . . . .	1-	5.2	1.9	4.7	1-	3.4	1.6	3.4
Street and electric railway employees, . . . . .	2.0	3.9	4.9	2.3	4.8	1.9	1.9	4.0
Teamsters, chauffeurs, etc., . . . . .	1.0	1.0	0.9	1.5	1.0	1.8	1.4	1.7
Telegraphers, railroad, . . . . .	0.8	0.2	1-	0.5	0.3	1-	0.3	0.3
Telephone operators, . . . . .	5.6	3.8	1.1	3.3	0.4	3.0	1.7	1.2
<i>Textile operatives:</i>	<i>4.3</i>	<i>3.1</i>	<i>2.2</i>	<i>3.5</i>	<i>4.5</i>	<i>4.2</i>	<i>3.8</i>	<i>3.1</i>
Loomfixers, . . . . .	4.6	1.6	1.6	4.1	8.6	3.3	2.2	1.1
Mulespinners, . . . . .	3.8	0.7	1.6	1.2	2.7	1.7	1.9	3.6
Weavers, . . . . .	0.9	0.4	1.3	1.1	0.7	1.0	2.2	1.6
Others, . . . . .	7.0	7.4	4.4	6.9	3.9	7.5	7.5	5.9
Theatrical stage employees, . . . . .	12.5	21.9	15.2	19.0	11.2	20.1	8.2	6.8
Trainmen, railroad, . . . . .	2.8	2.8	2.2	2.6	3.1	1.8	2.5	2.9
All other occupations, . . . . .	11.6	6.4	4.7	8.2	11.7	3.3	4.6	9.0

<sup>1</sup> Returns were not comparable with those for other quarters.<sup>2</sup> This high percentage was due principally to strikes of granite cutters in Gloucester and Quincy.

TABLE 9. — *Percentage of Membership of Trade Unions Unemployed (All Causes) at the Close of Each Quarter in 1916 and 1917: By Principal Cities.*

MUNICIPALITIES.	1916				1917			
	March 31	June 30	September 30	December 30	March 31	June 30	September 29	December 31
<b>The State.</b>	<b>8.6</b>	<b>4.2</b>	<b>3.9</b>	<b>6.0</b>	<b>7.3</b>	<b>8.4</b>	<b>5.6</b>	<b>7.4</b>
BOSTON, . . . . .	7.9	4.6	4.4	6.3	6.7	4.1	3.7	5.3
BROCKTON, . . . . .	10.3	6.0	6.0	4.0	7.1	6.7	5.2	4.3
CAMBRIDGE, . . . . .	1.6	8.4	0.7	4.4	16.9	1.5	1.5	2.6
FALL RIVER, . . . . .	12.7	3.4	2.8	9.4	6.8	6.4	4.3	5.8
FITCHBURG, . . . . .	11.5	5.9	8.2	5.8	2.7	3.5	4.3	3.8
GLOUCESTER, . . . . .	<sup>1</sup> 44.3	2.1	<sup>1</sup> 18.5	<sup>1</sup> 19.6	<sup>1</sup> 44.7	5.2	6.2	4.8
HAVERHILL, . . . . .	3.1	1.3	1.0	3.7	3.1	<sup>1</sup> 32.3	5.8	3.9
HOLYOKE, . . . . .	6.1	3.3	1.5	3.3	9.5	9.9	5.2	12.1
LAWRENCE, . . . . .	6.8	5.0	3.3	6.1	12.8	2.5	5.4	10.4
LOWELL, . . . . .	3.8	2.4	1.4	4.6	2.5	3.3	1.3	3.4
LYNN, . . . . .	5.8	4.0	3.9	4.6	10.9	<sup>1</sup> 40.4	<sup>1</sup> 26.6	10.0
NEW BEDFORD, . . . . .	6.9	3.0	1.8	5.6	8.8	5.7	5.5	7.7
PITTSFIELD, . . . . .	12.3	1.8	4.4	8.6	3.7	2.7	3.3	9.5
QUINCY, . . . . .	<sup>1</sup> 54.6	3.1	6.7	<sup>1</sup> 15.5	2.7	1.5	4.8	8.1
SALEM, . . . . .	8.4	2.6	2.2	9.2	5.6	7.1	10.3	7.8
SPRINGFIELD, . . . . .	4.0	4.0	3.4	2.7	6.8	1.7	2.9	13.5
TAUNTON, . . . . .	6.7	1.3	2.9	3.6	6.5	3.1	2.3	10.0
WORCESTER, . . . . .	8.7	4.2	3.8	4.7	5.2	6.3	7.0	9.3
Other municipalities, . . . . .	10.6	5.1	4.0	7.9	9.0	4.3	5.6	11.7

<sup>1</sup> The high percentages reported as unemployed in the several cities to which this note refers were due, respectively, to the causes as stated below: —

Gloucester: March 31, 1916, strike of granite cutters, paving cutters and quarry workers; September 30 and December 30, 1916, lack of work in the granite industry; March 31, 1917, strike of fish workers.

Haverhill: June 30, 1917, lack of work in the boot and shoe industry.

Lynn: June 30, 1917, closing down of shoe factories in April pending negotiation of new wage agreement; September 29, factories reopened on September 24 were not being fully operated in all departments.

Quincy: March 31, 1916, strike of granite cutters; December 30, 1916, lack of work in the granite industry.













